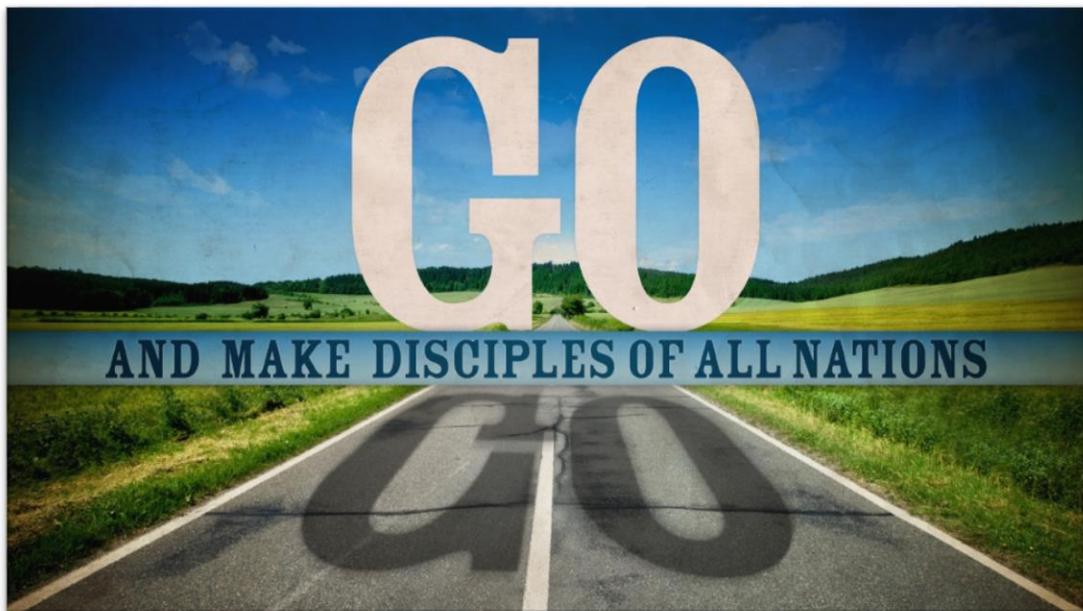




# RESOURCE HANDBOOK



*Go, therefore, and **make disciples** of all nations, **baptizing them** in the name of the Father and of the Son and of the Holy Spirit, **teaching them** to observe everything I have commanded you.*

*And remember, I am with you always, to the end of the age. -Matthew 28:19-20*



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The **HEARTLAND CHURCH NETWORK** exists to **Connect, Support and Start** churches passionate about changing the world

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The Heartland Church Network (HCN) is privileged to serve you with our God-given talents through our various ministries. This challenge will allow us to continue making strides in expanding our ministries and church planting movement along with being a resource center for our churches.



The vision of the HCN is to assist the local church as it expands the Kingdom of our Lord Jesus Christ.

- Promoting Networks through which churches and their staff can encourage and assist one another
- Provide Resources in the form of time, talent, and treasure for the purpose of strengthening churches.
- Assisting in the establishment of new churches, missions, and ministries.

For the fulfillment of this purpose God has put together a diverse and uniquely gifted staff who desire to be an encouragement and resource for pastors, staff, and church leaders.

This booklet lists some of the areas in which your association and/or members of its various churches can assist you in the broad categories of **Leadership Development, Continuing Education, Ministry Opportunities, and Ministry Resources.**

The stated purpose of HCN is to connect, support and start churches passionate about changing the world. To accomplish this we attempt to embody the following core values.

- **Prayer**  
Knowing that apart from Him we can do nothing. *John 15:5*
- **Cooperation**  
Recognizing that the body is not one member but many. *1 Corinthians 12:14*  
Together we can impact the world. *Matthew 24:14, Matthew 28:19*
- **Servant Evangelism**  
With the goal of making mature disciples. *Matthew 5:48, Colossians 1:28, II Timothy 3:17, Matthew 25:36-45*
- **Leadership Development**  
Providing quality training opportunities. *Ephesians 4:12*  
Encouraging one-on-one mentoring. *II Timothy 2:2*
- **Church Starting**  
Acknowledge that it takes all kinds of churches to reach all kinds of people. *I Corinthians 9:22*
- **Biblical Authority**  
With appropriate application in the cultural diversity which surrounds us. *I Corinthians 9:19-22, II Timothy 3:16*
- **Integrity & Mutual Accountability**  
In all that we do and say. *Matthew 5:37, Ephesians 5:21, 1 Peter 5:5*

# STAFF

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**MARK ELLIOTT** SINCE 2001

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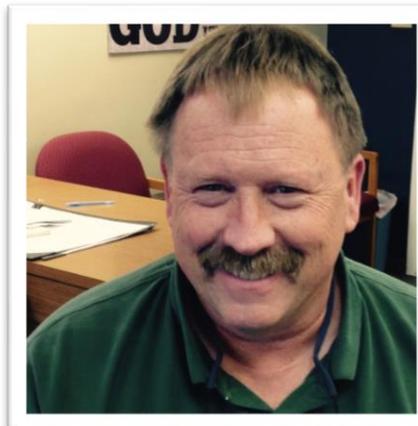
Mark is in his twenty second year of serving as a Director of Missions/Church Planting Catalyst. He served in western Iowa for almost eight years, and is in his fourteenth year with the HCN. He has a passion to see pastors and church leaders grow in their abilities to lead their churches. Mark continues to have a heart and desire to see new churches planted and God continues to use his strategic thinking skills in this area. He also has a wealth of experience in helping churches clarify who God has created them to be and what they can do to best reach their community. Mark has had ample opportunities to help churches in times of conflict and has seen God do some exciting things to restore a spirit of harmony and to return churches to a time of fruitfulness.



**ANGIE POSEY** SINCE 2014

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Angie is serving as Administrative Assistant/Office Manager. She has been a pastor's wife for over eighteen years and has worked in the church world as well as the secular work force. She has over twenty-five year experience in the office setting and has a wealth of experience in technology and administration which makes her a great addition to our office staff. Angie and her husband Rick moved to Nebraska due to Rick's appointment by NAMB as a church planter to the I-29 corridor. Rick and Angie have two adult children who are married and have two grandchildren and one more expected in April.



**DARRELL CUMPTON** SINCE 2014

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Darrell is wearing two hats. He is a part-time staff member serving as Property Manager to the HCN building, Omaha Baptist Center, Terrace Drive property in Omaha and the West A Property in Lincoln and Beacon of Hope building in Grand Island.

Darrell coordinates maintenance and repairs in cooperation with the churches that use the facilities. He and his wife Kathy are also serving as volunteer Disaster Relief Directors for the association. He is a bi-vocational pastor as well as a retired Air Force chief mechanic.



**SHERYL HANSSEN** SINCE 2015

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Sheryl is serving as Bookkeeper. She and her family are Omaha natives and she has extensive experience with bookkeeping which makes her a great asset to the HCN team. Sheryl and Mark live in Plattsmouth and have two sons who attend University of Nebraska in Omaha. Her husband Mark is a chiropractor with an office in Papillion and they are members of LifeSpring in Bellevue.



## CONFLICT RESOLUTION

Every time conflict in the church makes the newspapers or becomes known in the community (and word of a church fight always gets out), people are hardened more to the “Good News” that we have been called to proclaim. The world doesn’t need us to show them how to fight – they have pretty well perfected that one. What they don’t know how to do is to agreeably disagree. Until Jesus comes and the new heaven and the new earth are established, we will have strong, passionate, differences of opinion on how to do church, how to be in the world but not of the world, how to worship God in spirit and in truth, etc., etc., etc.

Years of pastoral and associational leadership experience combined with training in the area of resolving personal and church conflicts led DoM, Mark Elliott, to develop a mini conference he calls ***Rubbing Elbows without Causing Friction***. It is a three hour event that can be easily expanded to maximize participation and impact. The conferences discusses the following:

- Forms of conflict
- Levels of conflict
- Conflict resolution styles - and you get to identify yours
- Sources of conflict
- Biblical solutions to conflict
- Systems that will help diffuse conflict

This conference is helpful only in a time of relative peace. If a church is already in conflict, mediation is the better option. Cost of the conference is the price of the conflict style assessment piece.

## DEACON’S TRAINING

HCN ministry staff as well as active church members are available to help with deacon training and facilitating deacon retreats. Printed materials on various aspects of deacon training and ministry are available in the HCN Media Center. Deacon Training Videos/DVD’s are also available and are excellent for a retreat setting or short training sessions during regular deacons’ meetings.

## CORE COMPETENCIES

DoM Mark Elliott has served on a national level team that has presented foundational leadership skill training to DoMs and pastors. Five of six core leadership competencies have been developed: *Relationally Engaged Leadership*, *Kingdom Minded Leadership*, *Strategically Focused Leadership*, *Entrepreneurial Leadership*, and *Facilitative Leadership*. A sixth, *Spiritually Maturing Leadership* is yet to be developed. Each of the Core Competencies can be presented in an expanding format between two and six hours depending on the level of group engagement. The shorter the session, the more the training becomes content drive (an information dump) rather than a transformational event.

Here is a brief description of the desired outcomes of these training modules.

- *Relationally Engaged Leaders* are able to leverage relationships, discern buy-in, and demonstrate competence to create greater stability in their church. They can effectively master the workflow while building trust and at the same time strategically respond to diverse relational dynamics. They know working with people is a messy business and seek to find the ways to get the job done without destroying relationships.
- *Kingdom Minded Leaders* are able to make the appropriate shifts in their leadership style, utilize their unique giftedness with passion, effectively analyze their context and environment, and prioritize their resources.
- *Strategically Focused Leaders* have a clear vision, manage their time well, are disciplined in their thinking, and are able to respond to tactical as well as strategic situations they encounter.
- *Entrepreneurial Leaders* learn to effectively scan, sort, sift, simmer, and select from all the opportunities that are at hand to enhance the effectiveness of their church in fulfilling the Great Commission.
- *Facilitative Leaders* are able to truly influence others even when he/she is not in the room or even in the country. Coaching/mentoring skills and trust development are key components of this unit.

## DEVELOPING CORE VALUES FOR ALIGNMENT

Churches are often adrift or find themselves in conflict because they do not fully understand or clearly communicate who they are as a church; their theological beliefs, philosophy of ministry, and organizational structure. Far too many churches do not have a clearly defined identity, which often leads to individual assumptions about who the church is. In this day of diversity, when someone joins your church by transfer of letter from a church or like faith and order it doesn't mean they have the same understanding of what the church believes and how the church functions. One HCN church found that in a new members' class of twenty-five they had thirteen different denominations represented.

By definition, core values are the convictions a church holds about how the church is to operate. The core values of a church are formed out of theological beliefs, inform the vision and mission of the church, and ultimately lay the foundation for developing ministries, operational procedures, ministry strategies, and the day-to-day operation of the church.

A step-by-step process for discovering, writing, and developing core values and using them to create critical alignment is a 4-6 session seminar made available by your HCN staff.

## DEVELOPING A CHURCH MINISTRY PLAN

Across America more than 3,000 churches close their doors every year. Many others are in need of an energy transfusion and sense of direction. Pastors and church leaders live on the brink of discouragement and spiritual burnout. One of the primary causes of unhealthy churches and discouraged pastors is the lack of a plan to develop ministries and move the church forward. A new day dawns when the pastor and key leaders have a ministry map to follow that they use to set goals and make decision. This resource is available either by personal consultation with a pastor to develop a ministry plan for his congregation, or over several sessions with the pastor and key leaders of the church.



## DISCIPLESHIP DEVELOPMENT THROUGH SMALL GROUPS, SUNDAY SCHOOL, AND /OR T4T

One of the greatest challenges facing the American Church today is the reality that we are not consistently seeing Christians mature in their faith walk. If consultation is needed to help your church analyze, restructure, or implement new strategies for your small groups, community groups, or Sunday school ministries, help is available through the HCN and sister church leaders. All kinds of printed and audio/visual materials are also available to train or supplement in these areas as well.

## NATURAL CHURCH DEVELOPMENT (NCD)

This is more of a consultant led process than a conference or an event. The first step is a 45 minute overview of the entire process with the pastor and key church leaders. This second step is the completion of a Natural Church Development Survey by selected church members. The third step is a 1- 1 ½ hour review of the survey results with church leadership and an initial discussion of how the church can effectively utilize the information. The fourth step is establishing a clear coherent strategy and the implementation of it. The cycle begins again two years later when a second survey is taken.

Now your question should be what is so different about the NCD process. The answer is that it uses quality, world-wide research done by Christian Schwarz which verified the link between church health and church growth. Assuming that God provides the increase, Schwarz's research asked the question, "Are there things the church can do by improving the quality of its efforts that will increase the chances for God to provide the increase?" His extensive research found that, "Yes, spiritually healthy churches will be growing churches." In his book Natural Church Development, he identifies eight specific areas where improved quality, increases quantity.

The eight quality areas are:

- Empowering leadership
- Passionate spirituality
- Gift-oriented ministry
- Inspiring worship
- Need-oriented evangelism
- Holistic small groups
- Functional structures
- Loving relationships

From his research Schwarz developed a natural church development Survey which permits core members of your church to access the health of your church in each of these areas. The survey reveals your church's minimum factor-the lowest quality rating in one of the eight areas. By using your strengths to improve your minimum factor, your church can take steps to improve its overall health and growth potential.

With the help of a consultant the results from the survey will assist your church to determine the best Revitalization Track to help you improve effectiveness in the months ahead.

Because HCN covers the certification renewal costs, the only expense for the local church is the basic cost of the survey itself - \$150.00.

## NEXT LEVEL TEAM RESOURCES

These high quality training resources have been made available through the North American Mission Board (NAMB) contract with Triaxia Partners, formerly called Team Resources. The same conferences that we offer are led by Triaxia personnel in the corporate sector, and each cost thousands of dollars. NAMB has coordinated national training events, and HCN has covered the travel expenses for local leaders to receive the required certification. Thus, we can provide this training at the minimal cost of the student notebook. The following conferences, all developed by Team Resources relate to staff and team development.

- Purpose
- Roles
- Leadership
- Process
- Relationship
- Communicate



## MASTERING THE ART OF COMMUNICATION

Excellent communication is the currency of high performance teams, the means of cooperation. Without clear communication, all the other elements of a high performance team just won't work.

This fast paced, half-day workshop is designed to immediately increase team membership understanding and skills in high performance communication. The workshop is filled with exercises, diagnostics, and discussions that help participants to develop an understanding of the purpose and process of communication, the barriers to communication, and the principles of sending and receiving messages.

Special attention is given to the needs of a team environment; the team will evaluate their communication using a specially designed diagnostic and develop an action plan for increased communication effectiveness.

## BUILDING POWERFUL MINISTRY TEAMS

This is the core or foundational conference in which ministry leaders and ministry teams experience the key Biblically based principles and practices necessary to build effective ministry teams. The workshop combines the expertise of Next Level certified facilitators with multimedia and interactive exercises that allow participants to engage with one another through dynamic exercises and practical study.

**Team:** A team is a group of interdependent people who choose to cooperate to achieve exceptional results.

The ideal time frame for this worship is 1½ days. This allows ministry leaders and ministry teams sufficient time to interact with each other and break through barriers that may be keeping them from consistently achieving exceptional results.

The workshop is designed to assist ministry teams at all levels and to assist church leaders in discovering, developing and producing high performing ministry teams. This worship is very effective for team leaders, existing ministry teams, or newly formed ministry teams. The workshop touches the following six critical areas:

- Common Purpose
- Clear Roles
- Accepted Leadership
- Effective Process
- Solid Relationships
- Excellent Communications

The following four conferences are designed to reinforce critical issues of team development introduced in this conference or they can be used as stand-alone events.

## POWERFUL DECISION MAKING

Powerful Decision Making is an advanced module of Building Powerful Ministry Teams and builds on the Biblical based principles and practices covered in that workshop. Next Level certified facilitators lead ministry teams through the principles and pitfalls of making powerful team decisions and explore different types of decisions, the nature of consensus, and roles in the decision process.

An 8-step criteria-based model for Effective Decision Making is introduced and applied through the use of an interactive case study. This hands-on workshop is designed to assist ministry teams as they seek to use their collective IQ to achieve high performance teamwork.

The idea time from for this worship is a 1 day (9 am – 4 pm). This allows ministry leaders and ministry teams sufficient time for interaction in order to identify, explore, and discuss the effects of key decision-making principles that leverage desired results in the ministry, whether it is hiring new staff, expanding ministry through building projects, or developing new programs.

This is an excellent piece to prepare a pastor search committee or a pastor seeking staff. It helps to make a very subjective process more objective.

## HIGH PERFORMANCE MEETINGS

High Performance Meetings is an advanced module of Building Powerful Ministry Teams and builds on Biblical principles and practices covered in that workshop. Meetings are the playing field of high performance teams, but ministry meetings are often unproductive as we face the need for accomplishing more in less time.

We have all attended meetings where one hour of material was packed into two or three hours. We typically leave those meetings feeling defeated and resentful of our lost time only to return to the next meeting to do exactly the same thing. Meetings that are done well can be powerful building blocks for creating committed communities: teams of believers who are dedicated to their purpose and to each other. The combination of these commitments add up to synergistic teamwork and results, when supported by effective meeting processes.

Whether the need is for more effective staff meetings, ministry team meetings, etc., we can all become better stewards of our time together. In this worship participants use a diagnostic tool to surface the needs of their team and evaluate their meetings based on three components: Purpose, People, and Process. The workshop covers many aspects of high performance meetings, including attend a design and management, facilitation, meeting communication, and ground rules. It is designed to give ministry teams the tools and principles they need to ensure that their meetings are more productive, efficient, and glorifying God.

The ideal time frame for this worship is 1 day (9 am-4 pm). Plenty of room for interaction allows teams to connect with each other and the material, surfacing issues that may be keeping them from achieving exceptional results in their meetings. With time for discussion participants can fully identify their meeting problems and create shared commitment to increase the impact of their time together.

## PASTOR SEARCH COMMITTEE ORIENTATION

One of the most critical times in the life of a local church is during the interim between senior pastors. Your HCN staff stands ready to serve you in a consultation role throughout the process, but in particular we provide an orientation session for a Pastor Search Committee.

Using the experience and wisdom of other search committees, we have developed a packet of information that will assist your Pastor Search Committee. The packet includes:

- Typical Steps in the Search Process
- Form letters and guidelines for working with an interim pastor
- List of resume sources
- Pastor and Staff Compensation Surveys
- Sample pastor and spouse questionnaires
- Questions to ask the candidate and a reference request form
- Questions the church should be prepared to answer by a pastoral candidate
- Suggestions, resources, and anecdotal stories to help your committee avoid some of the normal pitfalls of the process
- Ideas to help the ministry of your next senior pastor start out on the right foot.

## PRAYER SEMINAR

Churches desiring to incorporate an organized prayer ministry in their church can be led through a series of prayer methods. These methods are designed to equip Christians in their personal prayer life, or the church body in praying for their pastor, staff, and other prayer requests that are often brought before the church prayer chairperson or a staff member.

The associational Prayer and Fellowship Team is available to assist churches in praying for specific events or provide information and/or resources in this area.

## ORGANIZING FOR MINISTRY IN TEAMS

Churches are finding that developing a dynamic, effective ministry that reaps results is best done through teams that are empowered to plan, implement, and do the ministry they are assigned to do. People are given the opportunity to serve in the areas of their giftedness and given the freedom to use their gifts to the maximum. This seminar/workshop is available to help pastors and leaders know how to transition from committees to teams, to identify and build on the strengths of each team member using Gallup's Strength Finder tool, to be able to define the difference between committees and teams, and to be able to structure the ministries of the church around teams.



## TRANSFORMING CONFLICT: FROM STRIFE TO SYNERGY

There is a trainer available to lead training sessions and serve as a consultant in the area of Successful Christian Financial Management, a LifeWay resource authored by Bobby Eklund and Terry Austin.

The weekend sessions are a resource to entire congregations and are well received because they provide a Biblical guide to family money management. “Its main purpose is not to get people to give more money to the church but to help them find God’s plan for their lives by being the kind of stewards he wants them to be,” says the HCN trainer.

Our trainer has a passion for helping Christian families understand what the Bible has to say about personal financial management. He knows firsthand what practical, hands-on help can do for an individual, a family, and a church. He has conducted dozens of seminars and is positioned to help churches share personal financial management tools with their church families.

Course content includes how to get out of debt and stay out of debt, how to develop and live within a budget and how to retire comfortably. A plan is provided that will provide for living expenses, debt elimination, savings, and future planning needs after the tithe, taxes and Social Security have been subtracted from one’s income. Content for the study reflects the needs he has discovered in counseling sessions as financial consultant, missionary, director of missions, and CPC.

“Ninety percent of those who came for counseling had marital problems, and almost all of those had financial problems,” the trainer observed. “In 30 plus years of my ministry, I’ve never seen lives changed as quickly and as dramatically as I have through this seminar.”



## SPIRITUAL DISCIPLINES

One of the most essential and important practices of every minister and church member is the practice of daily spiritual disciplines. The value of many of the historic disciplines was called into question during the Reformation period because of our ability to transform any spiritual activity into a meaningless religious routine or even worse a ritual requirement for salvation.

In recent years there has been a growing interest in the historic disciplines many of our spiritual ancestors found beneficial in their daily walk with Christ. This seminar discusses several simple, life-changing habits that can be learned and incorporated into one’s life. Disciplines such as prayer, meditation, Bible study, scripture memorization, solitude, silence, fasting, journaling, and other foundational spiritual practices are taught and modeled by the facilitator. This seminar can be taught in a three to four hour setting or in multiple segments.

## WITNESS/EVANGELISM TRAINING



Training and seminar presentations are available on various methods of witness training. A variety of approaches on teaching others how to share their faith can be presented in a short-term workshop setting or through an extensive hands-on experience over a longer period of time.

Some of the witness training methods include *Continuous Witness Training (CWT)*; *Evangelism Explosion (EE)*; *The Roman Road of Witnessing*, and *How to Share Jesus without Fear* method by Bill Fay. Certification is also available for the *FAITH Evangelism Training*. *FAITH* is an ongoing, comprehensive evangelism, ministry, and assimilation strategy that functions through your Sunday school or Small Group ministry.

## CHURCH PLANTER BASIC TRAINING

This is a basic nuts and bolts training seminar for those interested in or who are in the initial phase of church planting. In fact many experienced pastors who have attended a Basic Training event as a sponsoring church have come away saying either “*I wish I would have had this twenty years ago*” or “*these principles will work for my church today.*”

The event addresses six critical questions with unique answers for every church. The following questions and answers will be addressed along with the common foundational functions and common purposes of every church:

- Who is in charge? If God is, then prayer is imperative
- What does He want us to be? Vision of the preferred future
- How does He want us to do it? A church’s core values define how they do things
- Who is God sending with us? If God is in it, He will pull together a leadership team
- Who does God want us to reach? It takes all kinds of churches to reach all kinds of people, so asking what is our target audience is not a dividing question, but a focusing question.
- When, where, and what does God want us to do? Effective strategies are required.

A workout is provided that contains valuable resources for participants. Practical hands-on-training is the focus of the seminar. Proven ideas and practices are provided in the essential areas of personal and church growth. Topics are presented and discussed that are particularly germane to church planting. Ready to use forms and other vital pieces of information are made available to the participants and can be immediately incorporated into the prospectus or structure of the new plant.

This seminar can be structured in several ways: intensive 3 ½ day, Friday-Saturday overview with intensive follow-up, one day a month, individual viewing of DVD with small group or one-on-one follow-up, etc.



## DISASTER RELIEF TRAINING

If you prefer hands-on ministry experience and are flexible enough to deal with a crisis setting, you will want to get involved with our ENBA and KNCSB Disaster Relief team. HCN currently has the largest Disaster Relief Unit in the upper Midwest. Units are listed below:

- Shower trailer (four individual shower stalls with a separate shower, sleeping area, and stack washer and dryer for the support team.)
- Laundry trailer (two washers and three dryers)
- Chainsaw trailer (saws, ladders, and safety equipment)
- Mud/Ash Out Trailer (power washer, shovels, protective clothing)
- Chaplaincy

In addition we do coordinate training with the following units:

- Chain Saw unit of Northwest Iowa
- Oregon Trailer Association’s Feeding Unit
- Rebuild Unit of Faith Family Church in Tekamah
- KNCSB Feeding Unit.

To get involved please contact any of the following:

**Darrell & Kathy Cumpton**, DR Coordinators

D: 402.297.9442

K: 402.265.2043

[Darrellcumpton@gmail.com](mailto:Darrellcumpton@gmail.com)

[K2thecumpton@gmail.com](mailto:K2thecumpton@gmail.com)



## NEXT LEVEL: INDIVIDUAL RESOURCES

The North American Mission Board has developed some additional resources under the Next Level category that focus on personal development. HCN staff members have been certified to teach the following units:

**Developing and Managing People:** Do you have what it takes to lead others? How do you lead with Christ-like competence? Do you coach for personal growth? Can you manage for ministry results? *Developing and Managing People* will provide the answers to these questions and provide you with the skills to be more effective in managing and leading others. Discover the participatory style of management used by Jesus and the management tool of covenants.

**Leadership Greatness:** Transforming ourselves into a “great” leader for His kingdom does not occur overnight. It is a journey that starts and ends with the Master, is built up and torn down through circumstances, and it has no finish line. This workshop focuses on equipping and encouraging today’s Christians to be leaders in the home, in ministry, and in the community that God has placed them.

This resource is Biblically based and powerfully practical. The workshop utilizes hands-on assessment tools, multimedia presentations, group discussion time, and interactive exercises that stimulate learning and application. This material addresses five traits of “great” leadership; calling, contentment, character, crafting, and coaching.

**Leadership 3-in-1** provides a quick and easy process for answering the question: What has God uniquely created me to be and to do? In step one, it takes you through a series of questions related to your passion and calling. Step two provides an excellent Spiritual Gifts Profile, and in step three you work through a DiSC personality type instrument.

The booklet then helps you to see yourself through all three aspects asking in each area what are my key strengths and key struggles. When used in a leadership team setting. It helps a church to identify strategic areas in which it can excel based upon the unique gifting of its leadership.

## TIME WISE

“Imagine what God thinks of us now that we are so locked into schedules that we have locked ourselves out of the Sermon on the Mount. It is hardly possible to walk the second mile today without offending one’s pocket calendar. We jump at the alarm of a Seiko but sleep through the call of the Almighty.” – *Anonymous*

Research indicates that the most stressed out pastors’ workload exceeded their church’s expectations and their own expectations. These pastors feel as though they are evaluated more by the number of hours they work than by their job performance, and they feel resentful about working too much. The *Time Wise* material was developed to respond to these realities.

The objectives of the *Time Wise* conference are to help pastors and church leaders to:

- Discuss time/life management issues that are relevant to them.
- Review time issues that are specific to ministers.
- Develop a biblical understanding of time.
- Learn the secret of time management: life management.
- Learn how to schedule their day.
- Understand how to handle “Time Wasters.”



## REFOCUS

The foundational piece of the ReFocus is a Focused Living Retreat. This event is the Next Level 3-in-1 resource on steroids.

The Focused Living Retreat provides an intensive, spiritual discovery process that will help you gain greater focus on your life and ministry. It may best be described as a blending of Henry Blackaby's Experiencing God and Rick Warren's Purpose Driven Life under girded by the personal development concepts that are discussed in J. Robert Clinton's book The Making of a Leader. This intensive 1 ½ day event will help you clarify your core values, affirm your life verses, and examine your life experiences in a personal and interactive setting for the purpose of developing a personal calling statement. It helps you examine how God has uniquely created and equipped you over your lifetime for ministry.

The ReFocusing process for a church is undergirded by the reality that personal renewal must precede corporate renewal. Before your church can experience revitalization, you and your leaders must experience renewal. Thus, one of the most significant components of this journey is the work you allow Jesus Christ to do in your own life through the Focused Living Retreat.

ReFocusing Your Church is part of the ReFocusing Network system developed by Church Resource Ministries (CRM) to revitalize local churches and their leadership for a greater harvest. In cooperation with our state convention we have certified leaders who can assist you in this process. On the following page is a graphic overview of the church renewal process.

The process consists of three components that could actually stand alone; however, they are most effective if your church is willing to commit to all three. These three components fall into two broad areas: Personal Renewal and Corporate Renewal. They are as follows:

**STEP ONE:** The Focused Living Retreat // Described in column one.

**STEP TWO:** Leadership Network // In an ideal setting the pastor and key leaders work through six sessions with leaders from sister churches. These sessions cover a host of topics in the areas of ministry, character, and skill formation.

**STEP THREE:** A series of three church level summits as follows:

- **SUMMIT 1:** Assessment: Where have we been and how has God been at work in our past? Participants will create a Journey Wall (time-line) of the significant ministry milestones that have shaped the church in the past. It will be studied to reveal important lessons that God has taught the church. Past behaviors will be assessed to help identify the values that operated at the time.
- **SUMMIT 2:** Discovery: Where are we going and what does God want to accomplish? A Task Force will present a "Community Profile" that will position the group to identify your church's mission focus. This will lead to a time of listening to the Lord to discover and then to clarify God's vision for your church. The group will also identify the Strategic Values needed to accomplish the vision.
- **SUMMIT 3:** Strategic Planning: How are we going to get there? Most of us have been involved in vision casting or planning processes that used tremendous amounts of energy and made absolutely no difference. Summit 3 is designed to ensure that doesn't happen.

After working to define a ministry model that will support the vision to reach the people of your mission focus, participants at this Summit will identify four to six major missional initiatives that must be launched in the next three years. After the Summit, the participants will meet in small groups to flesh out the primary goals required to satisfy those initiatives.

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## MENTORING / COACHING

*"Therefore I urge you to imitate me. For this reason I am sending you Timothy, my son whom I love, who is faithful in the Lord. He will remind you of my way of life in Christ Jesus, who agrees with what I teach everywhere I every church."*

1 Cor. 4:16-17 NIV

Even though the words mentor and coach are not mentioned in the Bible, they are practices modeled all through Scripture. Understood in their proper context and meaning, mentoring and coaching are an intentional, dynamic relationship in which the mentor/coach invests himself/herself in another individual for the purpose of helping that individual achieve his/her God-given potential. It is the desire of the staff of HCN to offer their time/resources/experience to those who may desire help in developing an intentional approach to ministry development.

# FOCUSING

## A TWO PHASE REVITALIZATION PROCESS

Congregational Leaders



ReFocusing Team Training



Pastors' Networking Meetings



2 3 4 5 6



2 3 4 5 6 7 8 9

The Pastors Network meeting are the foundation of the whole process. The bridge between the pastor and the congregations is the ReFocusing Team which receives special training during a phase of the process.

### PHASE 1 - PERSONAL RENEWAL



Focusing Leaders Networking Meetings

- 1 Focused Living
- 2 From Calling to Calendar
- 3 Spiritual Battle
- 4 Mentoring
- 5 Sustained Implementation
- 6 Celebration & Commissioning

### PHASE 2 - CORPORATE RENEWAL



Focusing Ministry Networking Meetings

- 1 Leading Change
- 2 Empowering Others
- 3 Influencing Culture
- 4 Managing Conflict
- 5 Missional Leadership
- 6 Communicating Vision
- 7 Anchoring Change
- 8 Closure & Blessing

## CLUSTER GROUPS

### *Small group network*

The association promotes cluster groups for pastors and staff. The purpose of these small group networks is for relationship building, accountability, and skill development. The goal is to have multiple groups for pastors and pastors' wives based on interest and church size as well as having clusters for worship leaders, youth pastors, discipleship pastors, and children and pre-school leaders. Contact the HCN office at 402.551.0608 if you are interested.

## HEARTLAND CENTER FOR CONTINUING EDUCATION

### **Biblical Studies**

For those unable to attend a Bible college or seminary, affordable education is available through the Heartland Center for Biblical Training. Dr. Larry Allen is the teacher for these practical classes that help pastors and laypeople learn more about the Bible and other relevant topics that are useful in preaching or teaching. The classes vary in length and are held at the HCN office on a bi-weekly basis. Schedules are published in the association newsletter and on the HCN website at [www.heartlandchurchnetwork.org](http://www.heartlandchurchnetwork.org)

### **Contextualized Leadership Development (CLD) Courses**

*Midwestern Seminary courses are now available through HCN!*

The Heartland Church Network is offering courses for two separate certificates. Each certificate will include four three-hour classes.

Certificate in Biblical Studies (12 hours)

- New Testament Survey 1
- New Testament Survey II
- Old Testament I
- Old Testament II

Certificate in Church Ministry (12 hours)

- Introduction to Pastoral Care and Counseling
- Christian Doctrines I
- Baptist History
- Discipleship and Evangelism

There is a one-time Application Form and fee of \$25.00 along with the individual Class Form and fee of \$25.00 that are required. Both forms are on the HCN website. Both payments should be made payable to HCN.

## BOOK SUMMARIES

For the last few years, DoM Mark Elliott has written discussion summaries and his personal reflections on leadership development and church growth books. These are currently available on the HCN website at [www.heartlandchurchnetwork.org](http://www.heartlandchurchnetwork.org).

- Boundaries for Leaders by Henry Cloud
- Courageous Leadership by Bill Hybels
- Crucial Conversations & Crucial Confrontations by Patterson, Grenny, McMillan and Switzler
- Crucial Conversations II
- Deep Change by Robert Quinn
- Developing the Leader Within You by John Maxwell
- Effectiveness by the Numbers by William Hoyt
- Execution Discussion Guide
- Getting the Lead out of Leadership by Paul Powell
- Great by Choice by Jim Collins
- Hit the Bull's Eye by Paul Borden
- Leadership and Self Deception
- Necessary Endings by Henry Cloud
- Pulling Together: The Power of Teamwork by John Murphy
- Real Life Discipleship by Jim Putman
- Soul Keeping by John Ortberg
- Spiritual Leadership by J. Oswald Sanders
- Supervision by Duran McCarty
- SWITCH by Chip and Dan Heath
- The Speed of Trust by Stephen M.R. Covey
- A Collection of Jim Collins' Books compiled by Mark Elliott
- Turn Around Churches by George Barna
- Winning on Purpose by John Edmund Kaiser
- Making Disciples Like a Rancher by Mark Elliott

## PASTORS LEADERSHIP MEETING

*Fellowship, prayer, and personal development*

HCN staff coordinates and hosts pastor leadership meetings. An annual calendar of the locations and discussion topics is made available at the HCN Christmas Fellowship. The purpose of the meetings is fellowship, prayer, and personal development. Discussion facilitators include area pastors, regional and national leaders, and HCN staff.

## FINANCIAL ASSISTANCE

For cooperating churches, financial assistance is available to assist churches with outreach, evangelism, and leadership development projects. Outreach is defined as any ministry or mission endeavor that attempts to reach your community rather than simply minister to your membership. By evangelism we mean, any project with the goal of sharing the gospel with our lost and dying world. Leadership development would include assistance with special conferences hosted for your members and or the broader Christian community. It would also provide scholarship help for pastors, staff, or church leaders to attend state, regional, or national conferences. To request financial assistance, call the HCN office.

## PHOTO EQUIPMENT

The HCN office has a digital camera, laptop with photo software and a digital printer that prints high quality 5x7 pictures available for use. The office also has paper photo frames that can be used to place the picture and share the gospel. This equipment could be used at Block Parties or Community events. Please see the HCN office to reserve the equipment.

## PULPIT SUPPLY

HCN maintains a list of men who are willing to provide pulpit supply. They are individuals who are “approved” by their pastor and have submitted biographical and contact information to the HCN office that can be shared as requested.

## BLOCK PARTY TRAILER

The Block Party Trailer is an excellent tool for outreach and fellowship events. The trailer contains a portable sound system, popcorn machine, snow-cone machine, tables/chairs, and two bounce houses. It can be reserved through the HCN office. The cost is \$75.00 a day (2 day maximum- \$100.00) for using the trailer which helps to cover the cost of maintenance and consumable items that are included. Each group that reserves the Block Party Trailer is required to review and sign then return the Block Party Trailer Rental Agreement.

## CHILDREN’S CAMP

HCN coordinates summer camp for children who have completed grades 2-6. For several years we have been using the Good Will Campground in South Sioux City, Nebraska. Sara Halmes is the HCN Children’s Camp Director.

## MEDIA RESOURCES

The HCN media library has outreach training videos and DVD’s, leadership training DVD’s, women’s ministry videos, deacon training videos, and a host of other audio/visual materials available for special events. There is also a video projector that is loaned to churches on a temporary basis. See the HCN Webpage for a complete list of the library’s contents.

## INTENTIONAL INTERIM

Intentional Interim Ministry is a process that a church can choose to use for the purpose of improving the church’s health in the interim between pastors. The process involves a self-study by the congregation that examines five developmental tasks:

1. Coming to terms with history
2. Examining leadership and decision-making concerns
3. Looking at denominational/external relationships
4. Clarifying the congregation’s identity
5. Committing to new clergy leadership and the future

The designed outcomes of this work are a church profile and a pastoral profile that will assist the Pastor Search Committee in finding a new pastor. HCN has individuals who have been certified by the Center for Congregational Health as Intentional Interims. To connect with an intentional interim, call the HCN office.

## CHURCH WEBSITE CREATION

*Church website creation using Weebly*

Angie Posey with the HCN office will train your church staff or lay person how to create a free weebly website. The website software is very user friendly and can contain search bars, surveys, RSVP’s, as well as general information and pictures and videos. Contact the HCN office to schedule a training time.

## EVANGELISM TENTS

HCN has two tents, one is rectangular and one is round. They each are about the size of a three-car garage and will accommodate about 60 people. It takes 3-4 people to set them up and would be ideal for some type of outdoor outreach or evangelistic event. The tents are stored at the HCN office and can be reserved by call the HCN office. There is no cost for use of the tents.

## SHOWER TRAILER

The mobile shower unit's primary purpose is Disaster Relief; however it has the potential to be used in a variety of ways to do outreach. It has been used to support mission teams and has been set next to a church building when shower facilities are not available. It has been used at the HCN building to expand the shower capacity when the demands of a large team have called for it. It has been used to support various ministry activities and is limited only by the imagination of church leaders. The trailer is stored in the Omaha area, and there is a moderate cost associated with transportation and set up.

## LAUNDRY TRAILER

The trailer is equipped with two washers and three gas dryers. This trailer would be a great tool to reach out to apartments, trailer parks, and other areas where washers and dryers may not be available. This would provide both a ministry and an evangelism/outreach opportunity for a church desiring to reach into the most un-evangelized communities in America-multi-housing. Think about the impact of volunteers going door to door in an apartment complex full of single parent families, and telling them they will do their laundry for them! Or what about reaching college students during finals week and saying to them, "You focus on your studies and we will do your laundry this week!" Think creatively!

Although the priority use for the Disaster Relief trailers is emergency events – "Gray skies", it is available for use in non-emergency events – "Blue skies" settings. Example of "Blue skies" is mission team support, church planting events, etc.

## CHAIN SAW AND MUD/ASH OUT TRAILER



Chain saw trailer (saws, ladders, and safety equipment). The disaster Relief Chainsaw Trailer is designed to be a multiple use trailer. A church can "check it out" and use it to minister to members of their church, or could use it as an outreach in their community, by providing tree trimming or brush removal services. Because of the nature of the equipment, a church would need to have a member who has been certified by the HCN Disaster Relief Director and is willing to take the lead in the ministry project. As is true of all of our DR equipment, Disaster Relief has priority usage.



Mud/Ash Out Trailer (power washer, shovels, protective clothing). The newest trailer in our Disaster Relief fleet is a Mud/Ash Out Trailer. The equipment on this trailer is designed to respond to homes and buildings that have experienced severe flooding, water damage and fire. It contains high pressure washers, shop vacuums, sprayers, fans, personal protection equipment, etc. that are required to clean up and spray down a building impacted by water or fire damage. To check this unit out, contact the HCN office.



The shower unit and laundry unit of Heartland Church Network will be deployed as follows:

1. All requests must be approved by the HCN Disaster Relief Coordinators and DoM.
2. Priority usage is for disaster response, but units are available for use by a church, ministry, or community group for non-disaster needs.
3. Agreed upon dates for use of the unit can be canceled, if a disaster occurs, or the shower unit may be pulled from said group during non-disaster usage in case an emergency need arises.
4. A group using the unit for non-disaster needs will be responsible for transportation to and from the storage location, setup, maintenance, and operating costs of the unit.
5. Every group using the unit must have an on-site coordinator who is trained in the use of the unit and must abide by all sanitation rules.
6. HCN insurance covers the unit during deployment, but the insurance of the towing vehicle applies during transportation. If un-insured damage occurs to the unit, said group will be held responsible for the cost of repairs.



## P.R.O.G.

Puppeteers Reaching Out for God (P.R.O.G.) This ministry is connected with Harrison Street Baptist Church in LaVista. They are available to do block parties, nursing homes ministry, church related activities and work are willing to work with mission teams. Darlene Hix is the director and may be reached at 712.366.8810

## AMOS & FRIENDS

Amos is a little black sheep who lives in a barn and loves ministering to all God's children, ages 4-94. He is available for Children's Ministry events, AWANA Clubs, Family Events, Vacation Bible School, and other church-related events. Lynn VanBibber is the creator of Amos & Friends, and can be reached at [tipton1964@msn.com](mailto:tipton1964@msn.com) or 712.325.8682.

## GROWING UP A CHRISTIAN IN PAKISTAN

In our post 9/11 world, it is imperative that Christians have a better knowledge and understanding of Islam. Sylvana Airan grew up in a Christian family in the heavily Muslim country of Pakistan. She is an active member of Southview Baptist Church in Lincoln and directs their annual Passion Play at Easter.

Sylvana is willing to share her life experiences with others. In her presentation, she talks about the basic beliefs of Muslims, covers answers to many questions Americans have on Muslim beliefs with references to the Quaran and reflects upon growing up in the midst of Islam. In addition, she talks about her family, the culture of Pakistan, and how to reach out to Muslims. She has displays from Pakistan and people enjoy watching the sari and burqa being draped on someone and knowing about the cricket game.

For character or background information you are welcome to call Aaron Householder pastor of Southview, at 402.423.5062 or 402.770.7291. You can contact Sylvana at [sylvanaairan@gmail.com](mailto:sylvanaairan@gmail.com) or by calling 402.472.1497 or 402.540.9382.



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