



## **Teacher/Leader Training Manual**

(Revised -2014)

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# **MASTER'S MEN LEADERSHIP TRAINING**

## **ACTS 14:21-23**

### **PHILOSOPHY OF MINISTRY**

#### **THE PURPOSE OF THE MASTER'S MEN**

The Master's Men ministry is an evangelistic and discipleship ministry which seeks to lead men to Christ and disciple them toward maturity in Christ that they may become better leaders in the community better husbands and fathers. Our ultimate goal is to "Build Noble Men" – that is men distinguished by excellence in character in both ideals and behavior (Isaiah 32:8). "The focus is simple: we seek to inspire men to be real men as they follow the greatest man, Jesus Christ." Jim Cote'

We reach un-churched men through Christian men using what is relevant to the men around them. Meaning we leverage whatever we can for the kingdom. Business and sports for sure!

**THE TEAM CONCEPT.** Certainly men have a tendency to go it alone. However, most every man has been a part of a team whether in sports or business and understands the importance. Master's Men accomplishes ministry through missional groups called teams. Asking men to be a part of a team is much more palatable than asking them to join a men's bible study or small group, which is at the least intimidating to a guy who may have little interest in spiritual matters. Besides a men's team just sounds more masculine! Our teams are designed to be outreach minded. Each team begins with a six-chapter study called **M3**. M3 takes a look at the life and ministry of Jesus. As a part of the study the men's team will provide an outreach by leveraging a platform that men enjoy (such as football, motorcycles, golf, hunting, etc.) to engage their friends and invite them to their team and eventually their local church.

Our sole purpose is to train and disciple men, so they go and do the same. It is our desire to see the Christian men of a team reaching other men for Christ. Although equipping is an integral part of any ministry, the fundamental mission of a team is to reach unbelieving men with the Gospel. We believe that if we learn and do not put into practice what we have learned, we have failed.

Based on the concept of chaplaincy, we take men who are leaders and train them to be on mission. Men who will engage their workplace, friends and community with the gospel using what is relevant to the men around them. This takes time, and it takes a plan to get men focused on their objective. We help men become focused through a team environment.

We exist in partnership with the local church to reach men in the community and help aid in the discipleship efforts of men.

## **THE METHODOLOGY OF OUR MINISTRY**

Our approach is an intentional effort to develop the kind of community in which men will align. We seek to work within men's natural network of relationships as well as provide a felt need purpose for meeting. We seek to meet in an environment that is masculine and with which men will not be tempted to avoid as a result of negative preconceived notions. Therefore we seek to invite men to a places where men feel comfortable and aren't unnecessarily alarmed by any religious symbols. Places like a restaurant, conference or hotel meeting room, a home or an office.

We intentionally seek to develop relationships where men feel most comfortable with men in their sphere of influence at their level of need and interest in order to develop trust, encouragement and accountability. Of necessity, the men's team must insure confidentiality if trust is to be built and life change is to take place with those who attend.

To insure men feel comfortable and confident in one another we have certain rules which govern our teams. They are as follows:

- 1) The promise of the host that he will interject either truth or encouragement into whatever topic is being covered by the group.
- 2) We will pray for each other's personal requests privately.
- 3) What is shared in here stays in here.
- 4) No theological or political issues that just take up time and rarely help to reach men for Christ.
- 5) No advertising or selling during the meeting.
- 6) No women.
- 7) Bring a guest - we want to reach other men for Christ!
- 8) Come when you can, leave when you must; but come!
- 9) And ABSOLUTELY keep it simple, fun, information and guilt free.

### **Discuss:**

- What are some of the "problems" that can deflate a group?
- What "rules" do you think are essential in order to insure a quality group discussion and fellowship?
- Ever been in a group where a group leader lost control of the group – what happened in your opinion?

- Ever seen an outsider come in and take over a group? How should this be dealt with?

## **HOW WE VIEW SUCCESS**

Success in the Master's Men ministry is viewed as "Life Change". Success is not team longevity. Teams are usually fluid, meeting for a specific time, covering a specific topic, some teams can only meet occasionally but the men in the team will meet with the leader of team regularly. Therefore whether a team lasts 6 week, 6 months or 6 years is not the point – the point is; have the participants grown in their relationships - Christ, Family, Community, Colleagues and Friends? The ultimate end game of this process is a man, who looks more like Jesus than when he started yesterday today. (Col. 1:28).

### **Answer the following questions:**

How, in your opinion have men's groups succeeded or failed in the past?

What have you learned from those past experiences that you will seek to employ going forward in order to better guarantee success?

How do you define Christ-likeness?

What are the fundamental ingredients necessary for developing a man toward Maturity in Christ? (Ephesians 4:13)

What have you learned personally that you will be able to transfer to other men?

## **BACKGROUND**

### **Why is it difficult to reach men?**

Did you know that eight out of ten men who have been a part of a men's small group are no longer involved? Furthermore it has become more and more difficult to bring men together in almost any setting. Dynamic men's events like golf tourneys, NASCAR events, campouts and hunting & fishing outings can be easy invites, but to see men really connect (to real men and Christ) will take strong and intentional relationships with other men! These relationships will only develop with initiative and prayer and will not happen overnight! It takes time! Are you willing to give the time to reach men?

The story is the same with so many men they are isolated from the church and have no authentic relationships with other men. However, they have a need deep within (sometimes so deep it never surfaces for whatever the reason) that tells them that they need much more than male acquaintances! Having casual acquaintances isn't good enough – men need to bind themselves to a few other men who can help become all God intends. This is difficult. It's often easier to just do "our own thing" without taking the time and energy to let another man get close. But like many things that are convenient, it's also counterfeit. God uses real friendships to shape and mold us. The need to move beyond acquaintances to authentic relationships is a great need and the reason that most men's groups never make it! When healthy relationships between men don't develop men will quite showing up! Unfortunately, and by in large the local church has not helped men connect. In a book entitled "Why Men Hate Going to Church" author David Murrow gives a number of reasons men have become so bored with the church and challenges the church back to men! If you have not read this book we encourage you to pick it up and study it.

In general men Although many are married they will often hide behind their wife's skirt and/or family responsibility, using them as an "excuse" to not become involved. They comment: "I just can't sacrifice the time away from my family to meet with a group of men." Yet with few exceptions these same men will spend many an afternoon on the golf course, hunting or fishing.

**A few general facts about men** (\*Sources include: Barna Research and Man in the Mirror Ministries)

- Men are addicted to everything from money to secret thought lives to the comfortable secluded environments they work so hard to create.
- Most men will give the best years of their lives to ideas that never had any possibility of making them happy.
- Most men have "success sickness" the disease of always wanting more and never being happy when they get it.
- Men are tired, restless, confused, lonely and empty.

**TURNING THE TIDE OF FAILURE: WHY A MEN'S TEAM?**

Men tend to isolate themselves. Sure, lots of men have colleagues, friends and business buddies. But few men have a team of like-minded, morally conscience men who share the same overall goals in life. Men who isolate lack quality relationships that add value to their character development.

God uses friendships for our growth and to help us get successfully through the rough patches of life!! (1 Samuel 20)

If we will take full advantage of the benefits of a men's team as described within these pages and what it offers to men we will be able to connect and relate to men in a way that keeps them functioning as successful men. A men's team offers a natural affinity for men to connect and talk about those things that most interest him. Topics such as sex, adventure, respect and success will peak a man's interest because these are a man's key "needs." It is unfortunate that for most men the topics they have heard most in "Christian circles" are anything but these issues. There are literally ten's of thousands of men everywhere in the world who remain isolated for any number of reasons. At first, most men simply need a friend, secondly an invitation to take part in a discussion that would be of interest to them and third for you and the men you are already connected to you to take the time to cultivate an authentic relationship with them!

There are two general things that are common among purposeful and successful men's teams. One is that the team creates a hunger to know the truth (regardless of the topic) and secondly they long for deeper, more meaningful relationships! That is, they apply truth within the context of relationships – in the team, as well as at home, work and community.

We are convinced that every man must be vitally connected to other men – no exceptions! Certainly this is not a felt need among every man; nevertheless it is a real and desperate need in the life of every man! As scripture states: "As iron sharpens iron so one man sharpens another" (Proverbs 27:17). Biblically speaking, men who walk with God for a lifetime must have vital relationships with other men where trust and vulnerability have been cultivated. If those of us who are passionate about ministering to men will become liaisons and models for the disconnected male we will see a genuine reform in our generation. God will use us to help other men become the spiritual leaders for the family, workplace, community, church and the world!

Providing a purposeful men's team that cultivates relationships among the men is one of the most important things you can do for the men in your sphere of influence and this even includes the non-Christian or un-churched man. This is precisely why Men's Teams must remain simple, seeker friendly and very practical. If your Men's Team is not practical then forget it...shallowness, lofty thinking and sharing "precious" verses will rarely help men change. Men need real answers for real issues. (II Timothy 2:14-17a)

It is in this context you will give men the opportunity to move from isolation and independence (where most men are) into camaraderie and freedom (what few men experience). Master's Men Teams offer men the greatest potential for spiritual growth because the team member chooses to become a member of a "team" committed to mutual support, self disclosure, and honoring Jesus Christ in their relationships. We have found without exception that change most often takes place in the context of value-oriented relationships. Yet, in our culture, this depth of relationship rarely develops. Furthermore, it has been our experience that those who become connected to a Men's Team find that their wife becomes their biggest fan!

Many cultures idolize individualism. However, what men desperately need is a comradere experience (a band of brothers if you will) who will lock arms in order to help each other fight the everyday battles that we face. As men stand with other men through the challenges of life they find themselves growing in Christ-like character, and standing firm in their faith (1 Corinthians 16:13,14)! A purposeful men's team will not only strengthen you and those men in your sphere of influence, but it will also encourage your family.

If used appropriately the information contained in this manual will help you create a dynamic men's team that has the potential to set the stage for life change in a man's life. When you put into practice what you learn from this manual we believe it will work wonders among the men who choose to take part in your team as you help them become noble men!

## **GETTING STARTED**

### **THE LEADERS VITAL ROLE**

The team leader plays a critical role. He must be first and foremost a credible man - not a perfect man but one who has a good reputation within the community so that when he seeks to lead on matters of faith and values, his integrity will not be questioned. If a team leader lacks character it will not be long before the team participants quit!

Furthermore, though he need not be a man who is theologically trained he must be a man who is familiar, comfortable and committed to the contents of the Bible. A team leader must be able to communicate God's Word in a way that is both biblically accurate and culturally relevant. The information contained in this manual is specifically designed to provide the framework for such a presentation of God's truth.

The facilitator must be just that; one who guides the discussion, not dictates nor dominates it. He must be a listener, seeking to understand what men are not only saying but, what they need. Doing so the leaders will use his words to inform, clarify, provoke new ideas or to pose key questions. His attitude must be one of tolerance, grace and love with a measure of thick skin for those times when one of his men misunderstands and says something rude or painful.

An effective team leader is the captain of ship, steering a ship is done with a small rudder. In the course of the journey you must make many small turns that keep the ship on course. Each turn seems so small at the time that it appears as though it had no effect, but without these turns the ship will veer off course.

Being an effective team leader will be friendly and hospitable, able to connect with men easily and making them feel comfortable as he engages men to be a part of the team. A good team leader will stay in touch with his men on a regular basis! This is absolutely critical in order to pursue pastoral ministry and build good relationships with each team participant. The leader will be the person whom the team members trust and respect most, therefore they will unite around the leader's personality. Often he is the reason they come in the first place. Knowing this is the case should help the leader capitalize on his status as he steers men to Christ, walking alongside them until they see that Christ is truly the only One worth following and how beneficial it is to do so.

**Gut Check** ...can you really afford, (reputation wise), to lead a man or a men's team?

- How will you keep your own ethical edge sharp?
- What disciplines do you currently employ for a growing understanding of God and His truth in application to life?
- Do you need to upgrade your bible study tools? Do you need help with this?

- Do you need to change some of your spare time interests in order to better prepare yourself for leading other men?
- How are your social and connection skills? (Are you able to engage men easily?)
- Will you be a leader in recruiting for your team or will you need to employ the help of a "team mate"?

### **LEADER QUALIFICATIONS - (I Timothy 3; Titus 1)**

Leadership qualifications are similar to those who seek leadership within the local church - they are character based, showing a lifestyle of integrity. Beyond that we seek men who have demonstrated, previously and consistently, that they have meaningful relationship with Jesus Christ, which is evident in the way they pursue life in general, and in the way they conduct their affairs and relationships- "they have first been tested". Therefore we seek leaders with a track record. (cf. Getz's work "The Measure of a Man")

### **BEGINNING A TEAM**

**Prayer & Planning** The leader must take time to both pray and plan. PRAYER IS IMPORTANT AND ACCOMPLISHES MORE THAN WE KNOW! I Samuel 2:20-21; Luke 14:11; Philippians 4:4-7; James 5:16b

Planning could begin with answering the following questions.

- Where should the men meet?
- Who should be invited?
- Should we start with a culturally relevant outreach (event) or start with a simple invitation to a meal with a few other men?
- What commonalities/interests do the men have?
- What themes might be of interest to the men? (Being a better husband, father, etc.)
- Are there any men that you know who share your vision to reach and disciple men who can join you in praying for this ministry?

***Invitation*** Next the leader should think through a list of potential men who may be interested in being a part of the his team, write out a statement describing the theme, decide on a place and date, then personally invite each man. Not all men will show the first time, so we recommend that those who did not show the first time be regularly re-invited until it is obvious they are not interested.

An invitation might go something like this...*"John, I want to invite you to participate, with me, in a small team of men who get together weekly (or whenever you chose) to enjoy a little fun and camaraderie as well as discuss men's issues in the context of some of the challenges we face in life. We use contemporary literature and a biblical perspective to help us discover truth for success. We meet at, (place) at (time) o'clock. Will I see you there this week?"*

***Environment*** Where the team meets is more important than you may think to success. It needs to be totally comfortable to the men you have invited. It would be advisable to meet in a place conducive to open and honest conversation. Master's Men's mission is to reach the un-churched or disconnected man, therefore we encourage you to meet with your team of men outside the walls of the local church. Every attempt should be made to make sure these men feel comfortable and not threatened by the surroundings. Read any of the gospels and take note where Christ typically spent time with his men, how might that look in your culture?

- Might be in a home, office or work place.
- Might be in a country club or a restaurant
- It could be a boardroom, conference room or break room at an office or factory.
- We have found that the best places to meet are places that provide some measure of privacy with limited or no interruptions

***Meeting Time*** Make sure that whenever you choose to meet you have time for team members to interact. This is critical to long-term success of your team and as well as the ongoing involvement of each team member. It is appropriate for most teams to meet for a minimum of one hour to an hour and a half once week. The size of the team may dictate the length of the meeting. Rarely will an hour or less be enough time to see healthy team dynamics take place! Plan for at least an hour or more if you are serious about seeing your men's team take become strong and have significant impact! If you are only meeting every other week or monthly, make the most of your time and plan to meet for at least two hours. DO NOT rush your Team...if it is only a program it will not last! A Men's Team must be about RELATIONSHIPS! Acts 2:42

***Appeal*** Men normally don't get together without a purpose. It seems we need a reason to meet. And that makes sense when we consider how busy we all are. So I suggest that you be prepared to have a reason for this meeting (as stated above).

Whatever issue you think would appeal to the men you have invited, have it written out for yourself, sell your team of men on it, re-articulate it for the first couple of meetings until your group begins to feel comfortable with the fellowship that develops. Once they do they will be your biggest advertisers and will recruit men they are developing relationships with based on what they are getting out of the team and what they think their buddies felt needs are.

- What is your reason for meeting?
- How does that touch the felt needs of the guys you are targeting?

***Input*** Remember as the team leader you will initially be responsible to infuse “truth or encouragement” each week, regardless of the issue discussed. Always be prepared and make every effort to bring inspiring information to bear on the subject in order to direct every ones attention God-ward.

Any group of guys can get together for a gripe session, this isn't the purpose for your Team, it is specifically designed to give answers to life's stickiest questions as well as provide strategic advice to some of men's toughest challenges - all toward making the members of your team more successful, satisfied and purposeful with their lives. Your team is to provide that kind of forum and your format will be organized toward that end. Doing so will be attractive to those without Christ which is one of the purposes for your team to meet ...reach the lost!

Seeing that the Bible has weathered the test of time you should be prepared to state that you will be using the bible as your manual on life's issues. Without question the Bible provides the best compass from which men can confidently re-calibrate their own moral perspective. Therefore you will be using it as your text for illuminating solutions and suggestions for dealing with the perplexing and challenging issues of men's lives.

- Can you confidently express biblical references of principles to inform our team given the general men's topics that will arise?
- If not, how will you better prepare or at least provide your men the biblical guidance they will need?

## **LEADING AND TEACHING**

### **Dynamics of Leading a Men's Team**

A strong men's team is born out of relationships and will stay together only so long as men feel comfortable with the relational setting. Therefore a few rules or reminders are in order.

- 1) It is all based on personal relationships, the foundation of which is trust. Break their trust and the group will suffer because intimacy will fracture.
- 2) Keep the environment and conversation positive, helpful, relevant and light. This is not a therapy group. It shouldn't get heavy. Therapeutic intensity can scare people away. If you have to deal with something personally heavy, encourage them to meet with you in private. Personal discipleship, away from the team meeting would be the preferred ministry in this situation. Helping them while making everyone else feel uneasy won't help you solidify your men and could prevent you from developing ministry with the rest of the team in the future.
- 3) Caution: Even if all of your team members are from the same church DO NOT talk church. There is a real danger with teams turning into a church compliant or fix-it committee if the center of discussion tends to center around your church. Master's Men teams seek to reach men who are unfamiliar with the church or even cautious about it, therefore we should keep the focus on men's issues, the biblical text and our understanding of relevant application. We are seeking to reach men through Christ and help them grow in Him. That is a spiritual/relational purpose not an organizational (church) one. Keep the focus on men and what Christ has to say to their everyday issues. Then encourage them to attend a church of their choice offering your assistance if they need it.
- 4) No expectations. You will ultimately get more spiritual mileage from totally accepting your men than by establishing behavioral and theological expectations for them. We must allow men to volitionally accept and experientially apply God's truth to their lives, at their speed, so that men will begin to look more and more like Christ without a team leader trying to predetermine their walk. (Consider Paul's comments in Romans 14 as an example.)
- 5) Know men's issues. What are men made of, what are they dealing with? What are their hopes and aspirations? What drives them to irresponsibility? These are the questions you must personally be familiar with and able to suggest plausible solutions to. So immerse yourself in a formal study of men's issues. Though you can probably offer a certain amount of advice, naturally, on these subjects, you should still seek further information so that you might be more adept with the nuances of masculinity in the current culture in which you live. For a good start, there are several resources suggested in the bibliography at the resource section of this manual. Please avail yourself of them.

- 6) Location! Be sure that you schedule your meetings in a place that is conducive to male fellowship. If the guys are comfortable they will more readily open up. And when men open up, they are more receptive to truth. Remember *truth* changes lives - or as Jesus put it, it sets you free!

Think through the following questions:

Next page:

- Does the focus of a men's team as discussed above feel natural to you?
- In what areas do you strongly agree or disagree? IF IT IS YOUR DESIRE TO BE TEAM LEADER we would like your input ...please let us know what you think and why.
- How comfortable are you with the concept of "no expectations"? How much freedom are you willing to extend to others?
- What about the issue of trust – How important is it to the development of a good group?

### **Facilitate Learning**

It is at this point that most of our potential team leaders get nervous. Most do not envision themselves "teachers". Our view is that teaching is actually facilitating the learning process – you do not need to be an expert! Men do not like to be lectured, they like to discover for themselves as noted by author William Barclay: *"When a man is simply told the truth, it remains external to him and he can quite easily forget it. When he is led to discover the truth himself it becomes an integral part of him and he never forgets.* From Daily Celebration

The Master's Men method is to facilitate the learning, not lecture! We strongly feel that, with a little preparation and a few basic pointers on leading a discussion (certainly from developed curriculum), most genuinely committed men, can succeed. Facilitating a discussion, from ready-made curriculum, is easier than you think – that is if you will abide by a few simple rules.

Beyond that, if you are a "teacher" then you will especially enjoy the facilitative approach to learning that we subscribe to and suggest you utilize in your team – in this way every man has a chance to participate and rather than one man dominating the discussion or being the expert – all team members can participate and learn. Remember this quote: "the more men participate, the more they stay involved and the more they learn".

**The following suggestions will help:**

1. Don't judge or preach
2. Don't lecture (this is not another "preaching opportunity" or an opportunity to show off how much you know)
3. Do prepare and plan for the discussion, always praying as a part of preparation.
4. Always apply the material to yourself first (Ezra 7:10) then help others to see the application
5. Do know the men who are a part of your Team
6. Teaching which impacts is not from head to head but from heart to heart.
7. Don't be afraid to use humor, make the time fun
8. Don't allow someone to dominate, seek balanced participation
9. Do ask open-ended questions – not those that demand only a "yes" or "no"
10. Don't ignore someone's question; respond even if it is way off base.
11. Do return the discussion back to the issue at hand if/when someone has used an off base comment or question.
12. Do let your men "express" themselves freely, allow whispering, laughing and interruptions – believe it or not, these things mean they are engaged, they are learning!
13. Know that learning is essentially producing change. It involves knowing, heart, feeling, actions and practice. All learning begins at the feelings level.
14. Do listen carefully - repeat a question to make sure you understand what is being said.
15. Know that when instruction is demonstrated in the life of the learner it is the surest confirmation of life and knowledge transfer from teacher to pupil.
16. Replication of the teacher's life and thoughts in the lives and thoughts of the second, third and fourth generations of learners are the best proof and highest praise of an effective learning process.

Not everyone is a great teacher, but making yourself available to (teach) make disciples can be accomplished by anyone willing to invest his life into the lives of others and share what he knows about developing a relationship with God. However, any effort you can put into sharpening your specific style of teaching as well as reinforcing your content and communication will be well used in your efforts. Therefore, which of the above suggestions do you see the need to particularly focus on?

**Take a moment to think about your response to the following:**

- Which of the above suggestions strikes you as particularly important?
- Were any of these a surprise to you and how so?
- Which ones do you believe you are already doing well?
- Which of the suggestions point out an area(s) for improvement for you and how will you go about upgrading your leadership in this area?

- How will you judge the success of your teaching now? Will your evaluation be any different than the previous way you taught?
- In the future, does this change what you will be looking for in a teacher for yourself?

**We believe good team leaders have a basic understanding of the following principles.**

1. Purpose Driven
2. Discipleship
3. Association
4. Transparent
5. Accountability (A Band of Brothers)
6. Confidential
7. Evangelism
8. Prayer
9. Bible-Based Teaching
10. Relationship-Based (Masculine Form)
11. Commitment

A detailed description of each principle follows.

## **Eleven Leadership Principles for Effective Men's Teams**

### PURPOSE DRIVEN (A cause greater than oneself)

Have a purpose for why you meet. Why do your men need to meet with one another? What do you intend to do and how do you expect that to change your lives to be more like Christ? (Matthew 4:19b "...I will make you fishers of men")

Also, leading a men's team involves the deliberate action of asking others to join you (John 1:43 "The next day Jesus decided to leave for Galilee. Finding Philip, he said to him, "Follow me." A leader must be intentional in the lives of the men his is leading. Defining your Team's purpose and commitment level is crucial and should never be minimized. The purpose will drive the overall effectiveness of the team. Is this Team just another group and/or activity in a life that is already too busy or is it *life giving* to the men involved? (II Timothy 4:1-5)

### DISCIPLESHIP (Becoming more Christ-like)

Leaders must encourage its team members to focus on Jesus in growing their faith. "Lord, if it's you," Peter replied, "tell me to come to you in the water." "Come," he said." Matthew 14:28-29a Men need to be challenged to take next steps in their relationship with Christ.

### ASSOCIATION (Being part of an accountable community)

Men need connection for encouragement as well as motivation. "And let us continue to stimulate one another to love and good deeds, not forsaking our own assembling together, as is the habit of some, but encouraging one another; and all the more, as you see the day drawing near." Hebrews 10:24-25. 2 Timothy 2:2 "And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others."

### TRANSPARENT (Authentic, Humble)

Vulnerability is caught not taught! Most men will not become vulnerable until someone else does. As a leader you must be that someone! Until men become vulnerable, life change will not happen. When appropriate, open up your life to them, show them you need God and them too (II Timothy 3:5). Leaders must also model genuine service to members of the team ... "so he got up from the meal, took off his outer clothing, and wrapped a towel around his waist. After that, he poured water into a basin and began to wash his disciple's feet, drying them with the towel that was wrapped around him." John 13:4, 5

Leaders must be open with their own shortcomings and failures. "I know that nothing good lives in me, that is, in my sinful nature. For I have the desire to do what is good, but I cannot carry it out. For what I do is not the good I want to do; no, the evil I do not want to do --- this I keep doing." Romans 7:18,19

Men must be real with one another. Vulnerable, transparent, humble -- Authentic! "Therefore, confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous man is powerful and effective." James 5:16

A leader must be a model of the life he is encouraging the other men to live. "Don't let anyone look down on you for being young, but set an example for the believers in speech, in life, in love, in faith and in purity." I Timothy 4:12

#### A BAND OF BROTHERS (intimacy and trust - reliability)

Those in a Master's Men Team should develop trust; one with another and this characteristic should be exemplified by the leader and modeled by all.

"Again, when a righteous man turns from his righteousness and does evil, and I put a stumbling block before him, he will die. Since you did not warn him, he will die for his sin. The righteous things he did will not be remembered and I will hold you accountable for his blood." Ezekiel 3:20 "Two are better than one, because they have a good return for their work. If one falls down, his friend can help him up. But pity the man who falls and has no one to help him up! Also, if two lie down together, they will keep warm. But how can one keep warm alone? Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken." Ecclesiastes 4:9-12

In this world, you're taking an incredible risk in "going it alone". There are too many pitfalls and dangers along the road of life. By ourselves, we are no match for our adversary. Being in community with other Christian men provides the strength of numbers. It also gives us a "wing man" to watch our "backside"; a protection that every Christian man needs.

#### CONFIDENTIAL (a safe place)

Every man needs a safe house...a refuge for sharing what's on one's mind without fear of retribution and a place where focused, personal issue oriented, prayer will take place. If we are going to develop the courage needed to open up so that we can "be healed" (see James 5:16) then confidentiality is an absolute necessity. And, as with the rest of these characteristics, the leader of the team is responsible to provide this environment.

#### EVANGELISM (Outreach)

In obedience to Christ's last command, "All authority has been given Me in heaven and on earth. Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age." (Matthew 28:18-20), we mobilize the team to seek men for Christ. Our smaller team of men, our discipleship community, intentionally seeks ways to naturally intersect with the larger community, that we may engage men in conversation, relationship and ultimately a presentation of the gospel. And upon commitment, those new believers are integrated into our team.

A Master's Men Team must be seeker-sensitive and practical. "like new born babes, keep desiring the sincere milk of that word, that you may grow in respect to your salvation" 1 Peter 2:2

#### PRAYER (intimate conversation with God)

Seek God through prayer and see to it that it becomes more than a parenthesis to a meeting. In the Master's Men we purpose to end each team meeting with a one on one prayer time. That is, we have the men divide into two's and share one personal request

with their partner (and we only give them three minutes in order to keep it short – one minute per request and one for the prayer). “And when you are praying, do not use meaningless repetition as the Gentiles do, for they suppose that they will be heard for their many words” (Matthew 6:7). One of those days Jesus went out to a mountainside to pray, and spent the night praying to God” (Luke 6:12). Colossians 4:2, I Thessalonians 5:17, Philippians 4:6-7, Ephesians 6:18, Matthew 23:9-11 and I Samuel 2:2-3 “the Lord is a God who knows, and by Him deeds are weighed.” It is through prayer that all our major battles are won! (II Timothy 4:17-18)

#### BIBLE-BASED TEACHING (God’s Word as the foundation)

Christian men need to teach, admonish and encourage one another with God’s Word. “Let the word of Christ richly dwell within you, with all wisdom, teaching and admonishing one another with psalms and hymns and spiritual songs, singing with thankfulness in your hearts to God” (Colossians 3:16). Master’s Men Teams are devoted to God’s Word (2 Timothy 2:15, 3:16-17).

#### RELATIONSHIP-BASED - FOR MEN ONLY (Testosterone - hooray!!!)

We are not prejudice – honest - it’s just that men will not develop the above skills in the context of heterogeneous relationship community (i.e. mixed gender company). Men need to feel safe before they’ll share. Therefore they won’t share if women or children are present. The team needs to be a masculine environment where men will feel comfortable and thereby let their guard down so that their hearts are open to truth and thrust.

When men find their interaction with other men valuable, they will keep coming, learning and growing in Christ. Healthy men’s teams foster mutually beneficial relationships with other men.

“As iron sharpens iron, so one man sharpens another.” Proverbs 27:17 A Christian man sharpens his faith, and thereby his practical life, by interacting with other Christian men. Christian men need other Christian men to help them grind off the jagged edges of their faith and sharpen their walk with our Savior. “Be devoted to one another in brotherly love; give preference to one another in honor; not lagging behind in diligence, fervent in spirit, serving the Lord.” Romans 12:10-13, 15; “A man of many companions may come to ruin, but there is a friend who sticks closer than a brother.” Proverbs 18:24

Master’s Men Teams help the teammates serve one another through trial enabling each on to endure tough circumstances and get successfully through difficult times.

#### COMMITMENT (stick-to-itiveness; consistency, persistence)

Don’t allow “things” (distractions) to get in the way of your Men’s Team! The leader of a Men’s Team must show passion and commitment to meet with the men on the team regularly. “He is single-minded.” If the leader treats this time as “just another meeting” he will demonstrate to the men that they are not his first priority. When a leader of a Men’s Team allows “things” to get in the way, the men on the Team will see it as just another meeting. When this happens men tend to check out! “Then Paul answered, ‘What are you doing, weeping and breaking my heart? For I am ready not only to be bound, but even to die at Jerusalem for the name of the Lord Jesus’” (Acts 21:13).

**Action Steps:**

- Because the leader must be committed to attaining goals and purpose of a men's team, begin to think through what your specific purpose will be with your team
- Based on these 11 leadership principles, which one(s) have been lacking in past groups you have either been a part or led? On a scale from one to ten, ten being high where would you place the above principles in terms of emphasis (most important in your culture)?

## **MOTIVATIONS AND METHODS**

### **THE MOTIVATION OF MASTER'S MEN MINISTRY**

The following material has been adapted, from Robert Coleman's book, The Master Plan of Evangelism, Fleming H. Revell, 1980. It is used to provide an overview to the biblical process Jesus used when He successfully trained His disciples to replicate his morals and methods and influence all of mankind toward the truth. That is how He made disciples. If you are able to obtain a copy of Coleman's wonderful work do so!!! A great read and very insightful

### **MEN ARE THE METHOD! (1 Tim 2:8, 2 Tim 2:1,2, Col 1:28).**

The discipleship method of Jesus was very simple. Men were His method. Christ's men were developed by the use of the following seven classic principles.

"It all started with Jesus calling a few men to follow Him Luke 6:13. The initial objective of Jesus' plan was to enlist men who could bear witness to His life and carry on His work after He returned to the Father. His concern was not with programs to reach the multitudes but with men whom the multitudes would follow".

He chose teachable men and kept the group small enough to be able to work effectively with them. Jesus devoted most of His remaining time on earth to these few remaining disciples. He literally staked His whole ministry upon them. The world could be indifferent toward Him and yet still not defeat His strategy".

Why did Jesus deliberately concentrate His life on so comparatively few people? Had He not come to save the world? The answer of this question focuses at once His whole purpose for evangelism. Jesus was not trying to impress a crowd but to usher in a Kingdom. This meant that He needed men who could lead the multitudes. Though He did what he could to help the multitudes He had to devote Himself primarily to a few men rather than the masses in order that the masses could at last be saved. This was the genius of His strategy". Pg. 21-33

#### How about you?

- Have you ever given serious thought to this issue? Have you ever wondered why Jesus spent so much time with so few people and in such a small geographical area?
- What do you believe is the best overall strategy for world evangelization that an individual believer could employ?
- How would you "package" your methodology in your culture right now? What steps would you take and in what order?

## **THE SEVEN PRINCIPLES OF MAKING LIFE LONG DISCIPLER'S**

Quotes are from Robert Coleman's book: *The Master Plan of Evangelism*

- 1) **Association** – you must spend as much time as possible with those you seek to lead and influence for Christ. There are no shortcuts to making life transfer; it takes time!

“Jesus did not insist upon His disciples adhering strictly to certain rituals and formulas. Jesus asked only that His disciples follow Him. Knowledge was not communicated by the Master in terms of laws and dogmas but in the living personality of One who walked among them”.

Frequently He would take them with Him on journeys away from the public. Even when He prayed alone His disciples were not far away. He actually spent more time with His disciples than with everybody in the world put together. He ate with them, slept by them, and talked with them for the most part of His entire active ministry. They walked together along the lonely roads, they visited together among the crowded cities, they sailed and fished together in the Sea of Galilee, they prayed together in the deserts and mountains, and they worshipped together in the synagogues and temples”.

When Jesus was ministering to others, the disciples were always there with Him. They were His spiritual children and the only way that a Father can properly raise a family is to be with them...Building men is not easy. It requires constant personal attention that is something no organization or class can ever do. This can only be done by persons staying right with those they seek to lead ...there is simply no substitute with getting with people and it is ridiculous to imagine anything short of a miracle that can develop strong Christian leadership”. (Pg. 38-48)

- At this point in time, how will you proceed in trying to associate with a few good men?
- What will it take for you to spend intentional time with the men the Lord has given you influence? How could you use that time effectively for discipleship – that is nurturing their faith and growth in Christ?
- How much time would it take to produce men who disciple other men - reproducing themselves after your departure from their lives?

- 2) **Impartation** – by your actions not your words you will “show and tell” your men what is most important to you. If you really want to impart something important to them, something life changing, it must come from the reality of your own life.

“Jesus impressed upon His followers the deep conviction of His own soul of the love of God for a lost world. Everything he said and did was motivated by this consuming passion. His life was simply the revelation in time of God's eternal purpose to save for Himself a people. Supremely this is what the disciples needed to learn not in theory but in practice.

His method of evangelism was not to be interpreted as a human undertaking but as a divine project, which had been going on from the beginning and would continue until God's purpose would be fulfilled. It was all-together the Spirit's work. All the disciples were asked to do was to ask the Spirit to have complete charge over their lives. The whole thing evolves around the person of the Master. We must have His life in us by the Spirit if we're to do His work and practice His teaching. Any evangelist work without this is as lifeless as it is meaningless. We cannot give something away that we do not possess ourselves". (Pg. 62-71)

- Those are some pretty powerful quotes – don't you think? So what does this say about our need for the development of intimacy with God and adoration of Him?
- What would it take to make the appropriate adjustment in your schedule and priorities in order to enhance your faith walk toward true imitate-able devotion to Christ?

3) **Demonstration** – Whatever you want your team of men to do, to become, you must show them. You cannot expect your disciples to do what they do not see in your life. This is a classic example of teaching through actions, not words. Your life must be an example of what you want them to know and to do.

"All the disciples had to teach them was a teacher who practiced with them what He expected them to learn. Evangelism was lived before them in spirit and technique. Watching Him they learned what it was all about. They observed how He drew people to Himself. How He won their confidence and inspired their faith. How He opened to them the way of salvation and called them to a decision in all types of situations and among all types of people. Rich and poor, healthy and sick, friend and foe alike, the disciples watched the master soul winner at work. It wasn't outlined on the blackboard of a stuffy classroom nor written up in a do-it-yourself manual".

His method was so real and practical that it just came naturally. The method of Jesus was more than a continuous sermon. It was an object lesson as well. This was the secret of His influence in teaching. He did not ask anyone to do or be anything which first He had not demonstrated in His own life. Thereby, not only proving its workability but also its relevance to His mission in life". People are looking for a demonstration not an explanation. When it is all boiled down those of us who are seeking to train men must be prepared to have them follow us. Even as we follow Christ (I Corinthians 11:1) we are the example. Given time, this type of leadership imparts our way of living to those who are with us". (Pg. 78-81)

This subject is very similar to the one above it as it reminds us that real performance in the success of our ministry must begin with our identity – meaning who we are in Christ and who we are in action. Actions really do speak louder than words when it comes to communicating the appeal of genuine Christian discipleship – how is your life experience to date? Are you a man of words and/or actions?

If men were to follow you around what would they see that would "instruct" them in the way of Christ – particularly those replicable principles that they could pass on?

Consider how profitable it is to know your strengths, share your experiences as well as the ministerial attributes you have to invest in the lives of other men. For now free yourself to major on your attributes without feeling guilty "that you should do more." We all have areas that need improvement! This will always be true; don't allow these areas to keep you from ministering to those the Lord has given you influence.

What do you think? In your case what would some of your assets be? What are your strengths, your transferable experiences? Also, on what could you use some improvement?

**4) Delegation** – in order to transfer your spiritual life style you must integrate "your" men into your life. And when it comes to "making disciples," you must remain intentional with "your" men so they will know they too are responsible to disciple others. It is your privilege to pass along ministry responsibility to the men God has given you influence and then continue to increase their responsibilities as their faith and wisdom grow. This is the way Jesus (The Master) did it and we must do it as He did if we are truly to be successful (Mark 7: 35-37; John 6:6). The Master's Men method! (M3)

"His method was to get the disciples into a vital experience with God and to show them how He worked before telling them they had to do it. On the other hand Jesus did not discourage their spontaneous reactions to express their faith. In fact, He seemed delighted that they wanted to".

As Jesus began His final tour of ministry He realized that the time had come for His men to join Him more directly in the work. They had seen enough to at least get started. They needed now to put into practice what they had seen their Master do".

It is significant too that Jesus reminded them of the decisive nature of the gospel invitation, which called people to repent of sin. Therefore what He preached was sure to be disturbing to others. Jesus never let His disciples underestimate the strength of the enemy nor the natural resistance of men to His redeeming gospel".

Christian disciples are sent men. Sent out in the same work of world evangelism to which the Lord was sent and to which He gave His life. Evangelism is not an optional accessory to our life, it is the heartbeat of all we are called to be and do. But it is not enough to make this an ideal. It must be given tangible expression by those who are following the Savior. The best way to be sure that this is done is to give practical work assignments and expect them to be carried out. This gets men started and where they already have seen their work demonstrated in the life of their teacher, there's no reason the assignment cannot be completed". Pg.82-93

I cannot over emphasize the importance of this topic. Many a man, many a child for that matter, will watch another do the work, giving simple assistance as well as brief encouragement. But observation alone does not achieve transformation. In order for a person to be able to perform competently in the work they have seen demonstrated they must be given full responsibility in assignments that they are accountable to carry out.

- In what ways were your discipleship experiences enhanced by being made to do your own work and in what ways was your progress retarded as a result of not being given something tangible to carry out?
- What are some modern day examples of some “hands on” opportunities we can give to our disciples? And how would you describe this “hands on” process in terms of how soon and how much?
- How will you provide feedback?

5) **Supervision** – The most successful teachers, coaches, parents and businessmen are the ones who inspect the work and do so by overseeing the workers. Supervision is a necessary aspect of any successful team. And it is no different in making disciples. We must oversee our men’s efforts so that we can approve or advise as each circumstance may dictate. This is the best way to help your men improve and mature as multipliers!

“Supervision was part of the strategy of Jesus throughout His ministry. As He reviewed some experience, which the disciples had, He would bring out some practical application of it to their lives. Here was on the job training at its best. Jesus would let His followers have some experience or make some observation of their own and then He would use this as a starting point to teach a lesson on discipleship. His plan of teaching by example, assignment, and constant check-up was calculated to bring out the best that was in them”. (Pg. 96-100)

The above quote partially answers the final question of the above section – the need for supervision, feedback, grading, etc.

- Grading disciples can be difficult – they are often friends, they are certainly volunteers. How will approach this delicate subject? (Know that the manner in which you do matters and is very important.)
- What, ultimately, do you believe a disciple is looking for in terms of a grade for the ministry he is pursuing and trying to learn?

6) **Reproduction** – The outcome of the discipling effort is the same as child rearing – to ultimately send mature “adults” out into their own life’s work. Responsible parents raise their children to be self-supporting adults. And the expectation of every adult is that they will be productive (in life) and reproductive in regards to children. That is the first commission and it remains in force (Genesis 1:28). The second great commission is like it (Matthew 28:18-20); that is to bear, to reproduce spiritual children. The outcome of good discipleship is to replicate men who will be able to seek and disciple the next generation of men.

“Jesus intended for the disciples to produce His likeness in and through the church being gathered out of the world. Thus His ministry in the spirit would be duplicated many fold by His ministry in the lives in His disciples. Through them and others like them it would continue to expand and an ever enlarging circumference. By this strategy the conquest of the world was only a matter of

time and their faithfulness to their plan. It did not matter how small the group was to start with, so long as they reproduced and taught their disciples to reproduce. This was the way His church was to win. He had no other plan”.

Our work likewise is never finished until it has assured its continuation in the lives of those redeemed by the Evangel. The test of any work of evangelism thus is not what is seen at the moment or in the conference report but in the effectiveness with which the work continues in the next generation. The work itself is done by men reaching other men for Christ. This is the new evangelism we need. It is not better methods but better men”. (Pg. 102-113)

This is the whole thrust of the Master’s Men ministry. Success is determined by generational replication, not numbers. How is what I am doing helping to fulfill the Great Commission?

- Every method we employ should be pursued only after we have asked and answered the question satisfactorily – what will this produce for the kingdom long range – in other words, will this effort and the fruit it brings, last?
- Does your current ministry take this issue into consideration – or does your personal philosophy of ministry take this into its methodological consideration?
- What should you do and not do – what rules should you set for yourself and the team – in order to better guarantee that the ministry the Lord has entrusted you is on target and less likely to stray off course?

7) **Establishing a Plan** – fulfilling God’s will, that is, fulfilling the Great Commission should be the fundamental plan of our lives. But to accomplish the plan we all need to have our own specific plan as to how we will do it in our sphere of influence.

“Our plan should be to invite men, impart Christ’s life to them and send them on to repeat the process.

What is the plan of your life? Everyone has to live by some plan. The plan is the organizing principle around which the aim of life is carried out. We may not be conscious of the plan in every action, or even know that we have a plan, but nonetheless our actions invariably unfold some kind of a pattern at the center of things.

The simplest thing to keep in mind is to start with few and stay with them. We should not expect a great number to begin with, nor should we desire it. But the ones that we do attract to ourselves we should seek to be together with them.”

As Coleman says: “in order to give a little stability to this system, it may be necessary to arrange special times when the group, or part of it, can meet together with us (a Master’s Men team!). During these informal gatherings we can study the bible, pray, and in general share with one another our deepest burdens and desires. It is not necessary to broadcast what is being done, or even at first to tell the group what our ultimate plan is, but just let the meetings grow out of the common need for fellowship. In turn, the group can work out its own particular discipline within the framework of the church”. (Pg. 115-117)

- Think of the men who are already in your life, how will you go about trying to persuade them further along in this process? How will you use your times together to encourage them in the process?
- What additional time can you find in order to spend some quality discipleship time with your primary disciples, your potential leaders? What will work given the realities of the culture you live and work in?
- Finally, when you consider this whole subject of replication and transferring – do you have an image of the man you’re trying to reproduce, (a Christ-likeness)? Know that without this specific quantifiable target you will be less likely to succeed.

Look at yourself first – you need to “Be” like Christ before you can transfer that image. But no one is perfect, we are all still in process so don’t let your current state of maturity stop you from proceeding. There are always others that are more and less mature than you. Your credibility in where you are in the process is what matters most!

Second, you need to “Do” what Christ Himself did if you want to transfer Christ-likeness to others. Otherwise they may say “that what you do (or rather don’t do) speaks so loudly I cannot hear what you say!” So remember the above discussion and the personal spiritual performance goals you have set for yourself and act on them.

Imagine the kind of men you want to send out into the world. Factoring in for personality differences, pursue your goal relentlessly. Adjust, as God gives you further revelation and directional change, but don’t back off because of difficulty. Satan does not want you to succeed and he will interfere with your efforts constantly. NEVER GIVE UP! Always associate with those who have interest and develop those who have desire and help sharpen those you have tested. In the end you will have left behind an impressive fighting force for God, ministers of the gospel, whose service will extend well beyond your own and into generations you will have never envisioned.

## **OUTREACH FOR MEN**

If: Men are in trouble throughout the world  
Men need Christ  
More women than men attend church.  
It takes a man to lead another man to Christ

If: Men must have a purpose for meeting  
Men want activity that doesn't involve vulnerability

Team outreaches through venues involving athletic or business activity are a good match to help men cross the bridge to Christ.

### **HOW TO BEGIN:**

1. Pray as a team for the how, what, when and who.
2. Begin to pray individually for your guest.
3. Given the potential guest list and their interests  
We suggest that you keep the expense, as well as administration and organization as low/small as possible. Also keep the team attendance low enough to manage well, allowing relationships to build, but large enough for an interesting diversity to emerge.
4. Meet at the event/venue – have all expenses picked up by the host team.
5. Enjoy the event without proselytizing during the time together.
6. Close the event with a short testimony of how Christ has changed your or one of your team members life, and if appropriate offer an invitation for guests to put their trust in Christ

### **Suggestion:**

If the event allows for an expert, have him speak to the guest of the team members who invited them offering a transparent gospel presentation.

### ***Example:***

*Plan to meet the men at a venue that is compatible to the guests and offers opportunity to engage the guests at the close. The venue should allow men to feel comfortable with the surroundings. Toward the conclusion, have an expert in the field being presented give a brief testimony extolling the benefits of knowing Christ and men's teams.*

*Finally you will want to follow-through, by inviting all attendees to the team meeting (remember you've been praying for these men and so rely on God's drawing and sovereign selection). Give them the time, place and other necessary information.*

## **HOW TO CONTINUE A TEAM MEETING that is inviting to the non-believer**

1. Make sure the study is guest friendly, as newcomers get up to speed.
  - Relationally, giving time for relationships to grow with other members.
  - Biblically, staying mindful that you may need to "tactfully help" others find specific scriptures that you will be using.
  - Academically, as they begin using your curriculum they will need to get their hands around the concept of "study."
  - Verbally, as they deal with the concept of discussion looking for acceptance and encouragement without correction or rebuke as they seek to contribute.
  
2. The team should strive to have two to four social outreach events a year in order to allow for slow movers to come along or those unable to attend the first event to come to a second or a third. Also the team itself will benefit from the spark of fun that it will provide to the continuing development of camaraderie with in the group.

We sincerely believe God created us with a sense of humor, a drive for competition and a desire for fun as part of our overall makeup. Take advantage of all that God has provide to enjoy the companionship of other men, while being relational to develop more disciples!

## **Suggested Books That Can Help “Kick Start” a Men’s Team:**

Although we feel that the Bible is the best book when it comes to all men’s issues, we realize that some men are not yet ready to use God’s Word to prepare for a team meeting. Here is a short list of some great resources you can use with men.

### The Bible

Endless Topics -- Various Translations & Many Publishers

If you desire to learn how to study God’s Word please download “Studying God’s Word” from our Resource Page.

### M3 The Master’s Men Method Jim Cote’ (Washbasin Publications)

A Guide to Men’s Discipleship and Outreach -- A PDF File can be sent to you by request

### The Race Jim Cote’ (Washbasin Publications)

Your Guide to Deeping Your Walk with Christ

### Man of Influence Jim Cote’ (IVP)

What it looks like to live out our life in Christ practically and straightforward

### Discipleship is Parenting Jim Cote’ (Washbasin Publications)

What if you boil down discipleship to its most basic level? It’s parenting!

### 7 Weeks to a Better Marriage Jim Cote’ (Amazon - Download)

Discover how to love and lead your wife as Christ intended

### The Measure of a Man Gene Getz (Regal Books)

A look at true masculinity through an in-depth look at I Timothy 3:1-7 & Titus 1:5-10

### The Man in the Mirror Patrick Morley (Zondervan)

A probe into men’s identities, relationships, finances, time and much more!

If your desire is to connect business colleagues who are un-churched through the use of practical business helps we suggest you use the following. These two resources are not Christian books, but the application of Scripture is encouraged and quite easy to do.

### Monday Morning Leadership David Cottrell

Eight chapters that cover the basis to good business management

### Ethics 4 Everyone Eric Harvey & Scott Airitam

The reality is your reputation and job is at stake

## **RESOURCES AND BIBLIOGRAPHY**

### **RESOURCES**

- "Master Plan of Evangelism", Robert Coleman, Fleming H Revell  
"The Measure of a Men", Gene Getz, Moody Press  
"As Iron Sharpens Iron", William and Howard Hendricks, Moody Press

I hope you share our enthusiasm for this relational outreach ministry that the Lord has commissioned us to take to our spheres of influence, and pray that you will soon join us in this exciting work of creating Men's Teams who purpose to reach and disciple other men to do the same. God bless you.

*Jim Cote'*  
Founder, President

*Tim Chastain*  
Vice President – International Ministries

**Master's Men Ministry**  
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