ANTIOCH PROJECT STUDENT LIFESTYLE

Great Expectations: *What We Expect from Antioch Project Students' Lives*

LIFE STYLE

1. The Heart Attitudes

We live by and operate by the Heart Attitudes: concern for others' interests, honesty and openness, giving and receiving needed correction, clearing up relationships, supporting the work financially, doing your share, and following spiritual leadership within Scriptural limits. It is expected that you will do so. To repeatedly fail to do so will result in dismissal from Antioch Project training program.

2. Edification

Paul writes to the Corinthians regarding their worship services, "Let all things be done for edification" (1 Cor 14:26 NKJV). What is true in worship continues throughout our relationships with one another.

Rom 14:19 So then, let us aim for harmony in the church and try to build each other up. NLT

1 Thess 5:11 So encourage each other and build each other up, just as you are already doing. NLT

Your conduct (speech and deeds) in Antioch Project should "build up" other students, leaders and followers at your church—the team, not tear them down. And your speech and deeds should build up the congregation and its leaders, not tear them down.

If you have a grievance, take it up with the person who has offended you and seek reconciliation. If the grievance has to do with the way we on staff have operated, take it up with your ministry supervisor.

A repeatedly caustic mouth will result in dismissal from the program. A dour, resentful or reactive attitude will result in dismissal from the program. While we are not asking you to pretend to be "up" all the time, we are saying you have a responsibility to help raise spirits on the team, not to lower or crush them

3. Truth in Love

Eph 4:15 Instead, we will speak the truth in love, growing in every way more and more like Christ… NLT

We want a frank working environment, one where we can speak the truth to one another. At the same time, truth is to be spoken in love. That is, truth is to be spoken in a manner that shows consideration for the other persons' well-being. There is no place for secrecy in the training program; nor is there a place for harshness with others. Frankness is not a substitute for love; it must be spoken in love.

4. Confidentiality

We do not run a "secret operation" in values-shaping churches. Our basic policy is to tell people as much as we can about as much as we can. However, sometimes it is not appropriate to share specific information at a given moment, especially as we in the process of making decisions about matters.

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In decision making we go through a series of inputs by an expanding group of people. To do so appropriately, we control the flow of information, so that we can maintain an orderly process.

In training for church staff and through Antioch Project as you rise in leadership in your church you will come into contact with "privileged information" about other people or about possible directions in the ministry. It is easy for a person to try to use "inside information" as a tool to get attention from other people or to get their admiration.

We expect you to keep confidential information to yourself. Gossiping confidential information will result in dismissal from the program. And gossiping (talking to others negatively or inappropriately) about other team or staff members will also result in dismissal. If you have questions or concerns those need to go "up-line" to your staff supervisor, not laterally to a peer. Going "up-line" will allow the appropriate leaders to help solve problems, explain, or intervene in situations needing wise handling.

5. ***Faith—and that also means tithing. You are expected to operate in faith.***

If difficulty looms on the horizon, we expect you to take a faith position: "Help God!" *(Psa 38:22)* and "My God will be good to me!" *(Psa 27:13-14)* Without faith it is impossible to please the Lord *(Heb 11:6)*. If your work is going to be pleasing to God and blessed by him, you have to believe that he exists and will be good to you if your seek him (*Heb 11:6).*

As we face challenges to our wits and resources, you must take a position of faith. Those of us who lead must set an example for others of love, faith. and purity in speech and in conduct *(1 Tim 4:12).* And, that includes "faith" *speech* and "faith" *actions*.

1 Tim 4:12 Let no one despise your youth, but set the believers an example in speech and conduct, in love, in faith, in purity. RSV

One thing the Lord checks before he decides to release true spiritual riches to you is your faithfulness with money. We need leaders in our churches with the blessing of spiritual riches on them—not the curse of spiritual impoverishment.

Luke 16:11 And if you are untrustworthy about worldly wealth, who will trust you with the true riches of heaven? NLT

You must tithe. We do not want God calling for a drought on you and your stewardship. We do not want people training for key leadership roles whose efforts God has determined to frustrate and impoverish.

Hag 1:8-11 You hoped for rich harvests, but they were poor. And when you brought your harvest home, I blew it away. Why? Because my house lies in ruins, says the LORD Almighty, while you are all busy building your own fine houses. 10 That is why the heavens have withheld the dew and the earth has withheld its crops. 11 I have called for a drought on your fields and hills — a drought to wither the grain and grapes and olives and all your other crops, a drought to starve both you and your cattle and to ruin everything you have worked so hard to get." NLT

Nor do we want "the devourer" set loose on your part of our work.

Mal 3:8-12 Will man rob God? Yet you are robbing me. But you say, 'How are we robbing thee?' In your tithes and offerings. 9 <u>You are cursed with a curse, for you are robbing me</u>; the whole nation of you. 10 Bring the full tithes into the storehouse, that there may be food in my house; and thereby put me to the test, says the LORD of hosts, if I will not open the windows of heaven for you and pour down for you an overflowing blessing. 11 <u>I will rebuke the devourer for you</u>, so that it will not destroy the fruits of your soil; and your vine in the field shall not fail to bear, says the LORD of hosts. RSV

If you do not intend to tithe, please inform us before you are admitted to Antioch Project. If you do not intend to tithe, we do not want you to go into the training program. We must have people of true, practical, obedient faith.

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Faith is the stuff from which teams create legendary deeds: by faith Abel…Noah…Abraha…etc. But the legendary takes real, not pretended faith. And real faith shows up in finances.

2 Cor 5:7 …for we walk by faith, not by sight. RSV

6. Respectability

You should conduct yourself, your family and your lifestyle in a respectable manner. A leader in the church ought to be kosmios *(1 Tim 3:2).* That Greek word means "decorous." It is the word from which we get the English "cosmetics." It implies orderly, appropriate, attractive. It is translated as "respectable" (NIV) and "dignified" (RSV).

Your words and your conduct at work, at home and around town should be respectable. If you are a leader in your values-shaping church, you **never do not** represent your church to others. Especially, once you go on staff at a values-shaping church, you are always representing your church to everyone around you. You have an obligation in training and in leading to conduct yourself in a respectable manner.

Drug Use—Illegal drug use or abuse of prescription drugs will result in termination.

Pornography—Is a "no." We require you to sign up for "Covenant Eyes," or its equivalent, a computer program that will send a record of your access of computer sites to accountability partners. One of the partners will be an Antioch Project Campus Director or Coach. If you become engaged in porn, you will be dismissed from the program.

Drinking & Gambling—Because you will be leading and pace-setting for others who may be coming from various backgrounds, understanding and weaknesses as it relates to addiction, abuse, and control, we ask that you do not have a <u>regular pattern of social drinking or gambling</u>. "Evangelism" is not a sufficient excuse for regular social drinking. You are setting an example for all kinds of people around you. If you believe alcohol is a necessary part of your regular outreach and evangelism, you must seek counsel and coaching from your Antioch Project Campus Director before engaging in this. Alcohol abuse will result in your removal from the program.

Speech & Attitudes—Your speech and attitudes should draw the respect of others—not their disappointment.

Dress—The way **you and your spouse** dress should be appropriate to the occasion and should draw respect. In general, those who lead a meeting should dress a "notch above" the norm for the members at the meeting. So, if they are wearing T-shirts, you wear a golf shirt or buttoned shirt. If they are wearing worn jeans, you wear newer ones. If they are wearing newer jeans, you wear slacks. And, so on. The way you and your spouse dress should example modesty.

Home Life—Your life at home should draw respect.

Childrearing—You and your spouse should raise your children in a way that fits your personalities and callings. However, if you are in Antioch Project training program, you are training to be a key leader in ministry, a "public person," who will be setting the example and patterning childrearing for many people for years to come. You will also be representing your church in the way you handle your family and childrearing**.** Therefore the way you conduct these areas of your life must be respectable.

It is normal to struggle in raising kids. However, in this particular time in Christian history, one may not just struggle. Parents also may…

- **Give into inordinate fear** and try to hide their children from the world in a "home-ghetto." Children do need to be protected from wrong influences and, home schooling is

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fine. Over time kids need to learn to deal with the negative world around them—but without "getting in over their heads." However, there are contemporary extremes in the Christian world that are not healthy. And, inordinate fear is one of them.
"God has not given us a spirit of fear…" *(2 Tim 1:7)*

- **Go weird.** Through the past 30 years different weird approaches to raising kids have come along. As a church member, you are welcome to be weird—not abusive, of course, but weird. When you join Antioch Project training program, you will be rising in leadership and training to represent your church or start another values-shaping ministry somewhere in the world. People will pattern off of you. Because of how you will rise in leadership in Antioch Project you will also cease to be a private person and become a "public person" representing your church. Seek wise counsel on raising your kids. But do not go weird in your choice of child-rearing patterns. Weirdness will undermine your credibility. If you do step in a weird direction, your supervision will speak to you about it. If you feel you must pursue ways that call your credibility into question, you will need to leave Antioch Project. If you want to know more, please ask.

Your children must be reared in such a way that they are obedient, respect you and others and move toward the things of God. Persistently disobedient, disrespectful, uncontrollable children can disqualify a person from Antioch Project.

If unhealthy patterns seem to be developing in your kids or in your home, your supervisor will speak with you about it. We want to help, but the responsibility of child-rearing is yours. Seek wise counsel.

Finances—Your respectability also includes your handling of your financial matters. Do no become involved in schemes that **turn church members into your customer-base**. You will run the danger of real or apparent greed ruining your ministry. People will not know whether they are encountering you as shepherd (helper) or salesman (predator). Do not go **heavily into debt**.

1 Thess 2:5 For we never used either words of flattery, as you know, or a cloak for greed, as God is witness RSV

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DATING PRACTICES

As spiritual leaders we live to a higher standard than other believers. We actually limit our freedoms (what we "have a right to" do or have) and behavior for the well-being of those who follow us.

1 Cor 11:1 Follow my example, as I follow the example of Christ. NIV

Phil 3:17-21 Join with others in following my example, brothers, and take note of those who live according to the pattern we gave you. 18 For, as I have often told you before and now say again even with tears, many live as enemies of the cross of Christ. 19 Their destiny is destruction, their god is their stomach, and their glory is in their shame. Their mind is on earthly things. 20 But our citizenship is in heaven. And we eagerly await a Savior from there, the Lord Jesus Christ… NIV

2 Thess 3:6-10 In the name of the Lord Jesus Christ, we command you, brothers, to keep away from every brother who is idle and does not live according to the teaching you received from us. 7 For you yourselves know how you ought to follow our example. We were not idle when we were with you, 8 nor did we eat anyone's food without paying for it. On the contrary, we worked night and day, laboring and toiling so that we would not be a burden to any of you. 9 We did this, not because we do not have the right to such help, but in order to make ourselves a model for you to follow. 10 For even when we were with you, we gave you this rule: "If a man will not work, he shall not eat." NIV

Titus 2:7 In everything set them an example by doing what is good… NIV

As an Antioch student, your dating practices should reflect what is Scriptural and also what is honorable to Christ in your choice of *whom to date*, *your conduct on dates* and *avoidance of the appearance of evil*. If your dating practices are not actually honoring to Christ, you will undermine your credibility as you rise in leadership. If you persist in what is unscriptural or dishonorable to Christ, you will be dismissed from Antioch.

1. Whom you choose to date

You should date Christ-followers, not non-Christians. Dating is usually understood to be for the purpose of forming a relationship, one which might possibly lead to marriage.

According to the Scriptures, you should "yoke" yourself to people who are Christ-followers. It is as appropriate for a Christian to "yoke" (form a close association) with a non-Christian as it is for light and darkness to occupy the same space, Christ and the devil to have fellowship, for God's temple and an idol's temple to combine worship services.

2 Cor 6:14-17 Do not be unequally yoked with unbelievers [do not make mismated alliances with them or come under a different yoke with them, inconsistent with your faith]. For what partnership have right living and right standing with God with iniquity and lawlessness? Or how can light have fellowship with darkness? 15 What harmony can there be between Christ and Belial [the devil]? Or what has a believer in common with an unbeliever? 16 What agreement [can there be between] a temple of God and idols? For we are the temple of the living God; even as God said, I will dwell in and with and among them and will walk in and with and among them, and I will be their God, and they shall be My people. [Ex 25:8; 29:45; Lev 26:12; Jer 31:1; Ezek 37:27.] 17 So, come out from among [unbelievers], and separate (sever) yourselves from them, says the Lord… AMP

1 Cor 7:39 But if her husband dies, she is free to marry anyone she wishes, but he must belong to the Lord. NIV

It is true that some non-Christians have dated Christians and that has led to them becoming Christians. God is kind and will use even our mistakes to do good. However, Scripture is clear on "yoking."

2. Dating Conduct

You should date in "truth and love," and so, build up the other person's walk with God and well-being. Your conduct in dating should build up the other person, not damage them or their walk with God.

Rom 14:19 So then, let us aim for harmony in the church and try to build each other up. NLT

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1 Thess 5:11 So encourage each other and build each other up, just as you are already doing. NLT

Two of the greater problems in dating tend to be deception/lying and lust.

3. Date in truth

Eph 4:25 Therefore each of you must put off falsehood and speak truthfully to his neighbor, for we are all members of one body. NIV

Do not lie. Do not be deceptive about your relationship with the other person. You may need to "DTR" (define the relationship) at different points. If you hit a point where being honest may be difficult, get good advice on how to proceed, but do not lie. Lying will block you fellowship with Christ and with others in the Kingdom of God. Walk in truth. Repeated deception will result in dismissal from Antioch.

1 John 1:6-7 If we claim to have fellowship with him yet walk in the darkness, we lie and do not live by the truth. 7 But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus, his Son, purifies us from all sin. NIV

Build up the other Date So that you build up the other person's walk with God.

4. Flee immorality and youthful passions; refuse to get involved in impurity.

People who are dating, even if they are engaged, do not have the privileges of marriage. In the Scriptures, sexual behavior is limited to those who are married to each other.

Having sex outside marriage is forbidden to Christ followers. Regardless some contemporary ideas, oral sex is actually a form of "sexual intercourse." In reality, doing anything that involves another person's genitals is "having sex."

From a Scriptural perspective, foreplay is also forbidden to Christians, even if they are engaged. Foreplay is activity that incites the desire for sex. It is "lustful." It includes such things as petting (putting your hands on the other person in order to gratify or stimulate sexual desire), french kissing, extended embraces, etc.

In dating you should avoid and refuse to get involved in lust and lustful behavior.

2 Tim 2:22 Flee also youthful lusts; but pursue righteousness, faith, love, peace with those who call on the Lord out of a pure heart NKJV

Christ-followers are not to conduct themselves in lust and impurity; nor are they to pursue marriage in the passions of lust, but with honorable behavior and treatment of each other. Doing otherwise is tantamount to provoking God to severely discipline you.

1 Thess 4:3-8 It is God's will that you should be sanctified: that you should avoid sexual immorality; 4 that each of you should learn to control his own body in a way that is holy and honorable, 5 not in passionate lust like the heathen, who do not know God; 6 and that in this matter no one should wrong his brother or take advantage of him. The Lord will punish men for all such sins, as we have already told you and warned you. 7 For God did not call us to be impure, but to live a holy life. 8 Therefore, he who rejects this instruction does not reject man but God, who gives you his Holy Spirit. NIV

1 Thess 4:3-8 For this is the will of God, your sanctification: that you abstain from unchastity; 4 that each one of you know how to take a wife for himself in holiness and honor, 5 not in the passion of lust like heathen who do not know God; 6 that no man transgress, and wrong his brother in this matter, because the Lord is an avenger in all these things, as we solemnly forewarned you. 7 For God has not called us for uncleanness, but in holiness. 8 Therefore whoever disregards this, disregards not man but God, who gives his Holy Spirit to you. RSV

To incite desires that you cannot legitimately fulfill is "defrauding" your brother/sister. You are to aggressively avoid or run from such situations.

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1 Thess 4:6 that no one should take advantage of and defraud his brother in this matter, because the Lord is the avenger of all such… NKJV

Ungodly dating practices will result in dismissal from Antioch.

5. Above reproach/avoiding the appearance of evil

All believers are to "avoid the appearance of evil."

1 Thess 5:22 Abstain from all appearance of evil. KJV

The Amplified version captures the broader meaning of the verse:

1 Thess 5:22 Abstain from evil [shrink from it and keep aloof from it] in whatever form or whatever kind it may be. AMP

The word "appearance" translates a Greek word which comes from the word meaning "to see." It can be translated "view" or "shape/form." Believers are to abstain from things which appear to be evil or from evil in any shape. Spiritual leaders are also to be "above reproach"—that is, they conduct themselves in such a way that no one can lay a charge against them.

Titus 1:6 An elder must be blameless… NIV

1 Tim 3:2 Now the overseer must be above reproach… NIV

Your dating practices should make it clear that you are avoiding evil. Contemporary ideas of dating include having sex as part of dating life. For this reason do not spend time at one another's apartment alone together—even if you are engaged. It may be that your time together is quite innocent, but it will lead others to suspect your sexual involvement and undermine your credibility as a leader.

So, date in public. Say good night at the door. If you are spending time alone in your date's or fiancée's apartment, your Antioch leader will bring it up. If you insist on undermining your spiritual credibility by your dating practices, you will be dismissed from Antioch.

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THE ROLE OF A SPOUSE…

If a person choses to train in Antioch Project, we hold that person accountable for the work assigned through Antioch Project, not their spouse. However, if the student is married, their spouse will be their life-long partner in ministry and will either help move the ministry forward or hinder it. If a married student choses to train in Antioch Project but their spouse does not, there are some important requirement for their spouse so that the couple ends up best prepared for life-long ministry together.

For continued advancement in Antioch Project we require that your spouse be a respectable person in the congregation and not get involved in gossip, relational intrigues, or most forms of network marketing. We also require that they emotionally support your work in the church and not work at cross purposes with your staff work—such as, pushing you to do babysitting or other chores while you should be completing your assigned tasks. The way you handle your home life should allow you to show up at both your job and your volunteer work in ministry with the energy to heartily pursue your tasks.

Col 3:22-24 Bondservants…whatever you do, do it heartily, as to the Lord and not to men, 24 knowing that from the Lord you will receive the reward of the inheritance; for you serve the Lord Christ. NKJV

If your spouse becomes a gossip, or a "sore spot," or a source of contention, or undermines the team, or is a blockage to your effective work in and progress through Antioch Project, you will be dismissed from the program.

For long-term ministry effectiveness, your spouse should be a respectable person in the eyes of the members of your church. Throughout your lives, your spouse will undoubtedly be called on to help you in your ministry. You may be the person who is hired onto a church or ministry staff, but your spouse will need to support your work emotionally and probably have to engage in some of the ministry with you. For this reason, it is not wise to approach training for ministry from the perspective of: only one of us needs to train, the other will just help out at home while one of us primarily ministers. This plan for ministry will not work or be effective in creating a values-shaping ministry, you will end up undermining yourself in ministry. Neither is the perspective that we each will have our own separate ministries. While you should each flourish and enjoy contributing to ministry in line with the gifting God has given you, when you are married you are teaming together to advance the Kingdom, not simply exploring separate lives in ministry. This is a team effort. Work, ministry and home life all need to be taken care of and flourish. We do not want people to become "burned out." We expect you and your spouse to manage matters such that your ministry flourishes and your family also flourishes. Antioch Project is a training program for future ministry of advancing the Kingdom, both spouses are not required to enter the training program. However, if only one spouse decided to train in Antioch Project, Campus Directors will work with the student and the spouse to come up with a ministry training plan for the spouse during the time of Antioch Project so that an effective "team" is launched into ministry, able to work together and to set the pace for many as they work in values-shaping ministries.

While in Antioch Project if your spouse becomes a source of gossip or problems in the congregation or on staff, or disengages him/herself from the ministry, withdraws from the church or begins to serve a para-church organization that recruit the loyalty of church members to it instead of the church you will be dismissed from the training program.

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OTHER CAUSES FOR DISMISSAL…

Other than those matters mentioned above, we dismiss Antioch Project students who are

1. Liars

Those who withhold needed information (secrecy), present a false appearance (of their marriage, finances, etc—who deceive), telling lies on others (slander, bearing false witness), or give false information

2. Shameful

Those who get involved in shameful things sexually (including absorption in porn), financially, criminally, or spiritually, such as, but not limited to, the following lists in Scripture:

1 Cor 6:9-10 Do you not know that the unrighteous will not inherit the kingdom of God? Do not be deceived. Neither fornicators, nor idolaters, nor adulterers, nor homosexuals, nor sodomites, 10 nor thieves, nor covetous, nor drunkards, nor revilers, nor extortioners will inherit the kingdom of God. NKJV

1 Peter 4:3 For you have spent enough time in the past doing what pagans choose to do-living in debauchery, lust, drunkenness, orgies, carousing and detestable idolatry. NIV

Gal 5:19-21 The acts of the sinful nature are obvious: sexual immorality, impurity and debauchery; 20 idolatry and witchcraft; hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions 21 and envy; drunkenness, orgies, and the like. I warn you, as I did before, that those who live like this will not inherit the kingdom of God. NIV

3. Divisive

Those who teach diverse doctrine from the your church's Statement of Faith or who become advocates of an author or teacher whose views are Biblically unsound, or who become stubborn (Gk: 'airetikos) over minor points of doctrine and create division in the church.

Titus 3:10-11 Warn a divisive person once, and then warn him a second time. After that, have nothing to do with him. 11 You may be sure that such a man is warped and sinful; he is self-condemned. NIV

4. Messed-up at Home

If you are training, through Antioch Project, for key leadership roles in ministry you must not develop a non-biblical and/or wretched marriage. It is normal for couples to have problems. The development of ungodly patterns on the part of husband or wife, however, undermines spiritual leadership. Over time an elder is to rule his own household well as a prerequisite for his leadership in church. If problems emerge in a marriage or in home life there is an opportunity for learning and growth. However, if problems emerge and the Antioch Project student and or their spouse refuse to work on or grow in these the student will be dismissed.

1 Tim 3:4-5 He must manage his own family well and see that his children obey him with proper respect. 5 (If anyone does not know how to manage his own family, how can he take care of God's church?) NIV

5. Insubordinate

Those who either actively (refusing direction) or passively (saying "yes," but doing "no.") are insubordinate or are disrespectful, being either impudent or mocking. You are in Antioch Project for training and to learn, not to be your ministry supervisor's director. You do not give your supervisors or coaches direction or demand changes from them. Instead you have been included in this training

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program to learn and because your leaders are sacrificing to train you, you are also to be a help them in the way they want to be helped.

You are also not to be your leader's critic. If there are problems in your training relationship or you have questions about policies or procedures being used or your supervisor's judgment, please raise your questions and get them answered. Your different perspective can be quite helpful. However, you are not brought into training to critique, correct, challenge or re-direct your supervisor. If this becomes you pattern, you will be dismissed.

Prov 22:10 Drive out the mocker, and out goes strife; quarrels and insults are ended. NIV

6. Friction Generator

Those who are repeatedly upset, reactive, jealous, negative or harsh with others, will be dismissed.

Prov 27:3 A stone is heavy and sand is weighty, but the resentment caused by a fool is heavier than both. NLT

Prov 27:4 Anger is cruel, and wrath is like a flood, but who can survive the destructiveness of jealousy? NLT

7. Blocker

If you create "drag" as you work on ministry and leadership, intentionally slowing your projects to an unacceptable level or repeatedly slowing or blocking the forward movement of projects or other ministry leaders, by whatever means and for whatever reason, you will be dismissed.

8. Incompetent

Over your time in Antioch Project we want to help you develop real ministry skills to do the work needed of advancing the kingdom into the future. You will experience many different roles and types of ministry leadership in your time in Antioch Project. As you do, you will face needing to gain new skills many times. Lacking skills is not bad when you start a new role or assignments, however, failing to do the work needed to learn new skills will not only undermine your ministry and possibilities for your future, it can result in your dismissal from Antioch Project. To lead long-term you must learn to be a self-starting/motivated learner. You must become the kind of person who as your ministry grows and the nature of your ministry work changes, your competence level grows and changes with the work. If do not learn to do the work to increase your competency you will come to a point that you can no longer do your work in ministry. We want to develop men and women who are disciplined to the work it takes to last in the ministry for the long-term.

9. Subversive

Those who undermine the loyalty of people to their leaders over them or to their peers, or undermine the loyalty of people to the church or who recruit church members to transfer loyalty to other ministry organizations, para-church or another local church.

10. Sneaking

This includes secretly (or, "don't tell the ministry supervisor or pastor about this, but…") doing things that undermine your own effectiveness or your integrity in your ministry assignments.

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11. Nay-Saying (another form of blocking)

As you move into ministry leadership and move into greater roles of responsibility in ministry, you will increasingly be responsible to find a way into the future for your church in your area of ministry. Program staff members must do this in their jobs and they help lead the congregation into the future. In training for significant long-term ministry, you must train for this as well. As you lead, we want you to develop in making faith-based, but realistic, assessments of the future. Some people develop a "knee-jerk reaction" to approach the future from the angle of "we can't do that," there's no way we can do that with the time and resources we have," "people aren't going to want to do this," etc. In significant ministry leadership you must consider the future and find a way there if possible—not to consider a possible future and list the reason it can't be done.

Also, to lead long-term you must be able to inspire and motivate people toward hard but noble things. If it were easy to accomplish, we wouldn't need significant lay leaders or program staff members to get people to do it. You are paid to alter their motivational state, not to merely assess it or accommodate to it.

A nay-saying approach kills the spirit of a team and will not be tolerated. If you are naturally negative, you must learn to control your negativity and become a possibility thinker, or your will be dismissed from the program.

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TO PROSPER AT YOUR VALUES-SHAPING CHURCH

If you want **to prosper** in your work at your church **long-term…**

1. Conduct yourself in line with the Heart Attitudes.

This is how life is in a values-shaping ministry. If after time and space to learn about the Heart Attitudes and being to work on living them, a student does not agree with and rejects the Heart Attitudes he/she will be dismissed from the program.

2. Live an honest open life and avoid deceit, duplicity or developing hidden agendas.

If you begin to sneak or lie, you will not prosper at your values-shaping ministry.

Prov 11:3 The integrity of the upright guides them, but the unfaithful are destroyed by their duplicity. NIV

3. Keep developing new competence in your assigned areas of ministry and leadership.

To fail to be adequately skilled is to limit your future possibilities and your current opportunities.

Prov 22:29 Do you see any truly competent workers? They will serve kings rather than ordinary people. NLT

4. Work hard.

Some people, in extended employment, develop a "you owe me" attitude toward the organization. In church life, the years allow them to develop a lot of friends in the congregation—a support group that makes it politically difficult to dismiss the older employee. Amid the stresses of life such people may quit working hard and begin to "coast," especially as they approach age 60 and can see retirement coming.

Others appear to work hard, but only do the parts of their job that they enjoy. They become "selectively busy." Since the high-return 20% often contains planning ahead and harder "think" and management work, it tends to be dropped. And, since the low return 80% often includes tasks that take little "brain strain" (such as paper shuffling, calling people or meeting people), the declining worker tends to select some of the more personally enjoyable parts of the 80% and stay busy at those tasks. His production, however, declines significantly. Bolstered by his broad support group, he feels secure in his poor production.

In Antioch Project we want to develop men and women with different hearts and mentalities. We want to develop men and women who are willing to pay the price to advance the mission, men and women who are diligent, work hard and intend to follow Christ regardless of the cost for the rest of their lives.

While in the training program if you appear to start "coasting" or "selective busyness" into a "slack-handed" approach to the work in the ministry, we will bring this up to your attention and give you coaching on how to make changes to your perspective, values, heart, etc in order to move forward growing into a different kind of person for the future. If after attempts to help and correct this mentality the students continues in a "deserving" and lazy or "slack-handed" approach to their assignments, we will dismiss the student from the program.

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5. Play well the role of you are assigned.

- When on a team and when leading, do your work with all your heart (work hard), keep a cooperative attitude and good will, wanting to see others prosper through your work.

- When you lead teams or lead leaders, work hard in training to be a leader, creator of programs, trainer of trainers and servant of those who lead you and of the whole church. Maintain positive relationships with and minister to church members. As you advance in Antioch Project and in ministry leadership, you must do more than minister directly to people—you must learn to build and benefit the larger church organization.

Phil 2:19-22 I hope in the Lord Jesus to send Timothy to you soon, that I also may be cheered when I receive news about you. 20 I have no one else like him, who takes a genuine interest in your welfare. 21 For everyone looks out for his own interests, not those of Jesus Christ. 22 But you know that Timothy has proved himself, because as a son with his father he has served with me in the work of the gospel. NIV

Prov 14:35 A king delights in a wise servant, but a shameful servant incurs his wrath. NIV

6. Build an environment of trust and good will.

Violating these will destroy your ministry and lose your position in Antioch Project.

Eph 4:2-3 Be completely humble and gentle; be patient, bearing with one another in love. 3 Make every effort to keep the unity of the Spirit through the bond of peace. NIVPhil 2:2-4 then make my joy complete by being like-minded, having the same love, being one in spirit and purpose. 3 Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. 4 Each of you should look not only to your own interests, but also to the interests of others. NIV

Rom 12:16 Live in harmony with each other. Don't try to act important, but enjoy the company of ordinary people. And don't think you know it all! NLT

Rom 15:5 May God, who gives this patience and encouragement, help you live in complete harmony with each other — each with the attitude of Christ Jesus toward the other. NLT

1 Cor 1:10 Now, dear brothers and sisters, I appeal to you by the authority of the Lord Jesus Christ to stop arguing among yourselves. Let there be real harmony so there won't be divisions in the church. I plead with you to be of one mind, united in thought and purpose. NLT

1 Peter 3:8 Finally, all of you should be of one mind, full of sympathy toward each other, loving one another with tender hearts and humble minds. NLT

7. Act from faith, not fear, sight or laziness.

We want to follow God into the future that needs to be. We do not want to be like Israel on the edge of Canaan: they merely looked at their resources and, out of fear for themselves and their families, refused the will of God. Their refusal led them into forty years of pointless wandering. That generation lost the Promised Land. We do not want to be impetuous, hasty or foolish, but we take steps based on faith in God, not just based on our resources, our security, or our ease.

2 Cor 5:7 For we walk by faith, not by sight. NKJV

2 Tim 1:7 For God has not given us a spirit of fear, but of power and of love and of a sound mind. NKJV

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Prov 18:9 He who is slothful in his work is a brother to him who is a great destroyer. NKJV

Num 14:2-4, 30-32 All the Israelites grumbled against Moses and Aaron, and the whole assembly said to them, "If only we had died in Egypt! Or in this desert! 3 Why is the LORD bringing us to this land only to let us fall by the sword? Our wives and children will be taken as plunder. Wouldn't it be better for us to go back to Egypt?" 30 Not one of you will enter the land I swore with uplifted hand to make your home, except Caleb son of Jephunneh and Joshua son of Nun. 31 As for your children that you said would be taken as plunder, I will bring them in to enjoy the land you have rejected. 32 But you — your bodies will fall in this desert. NIV

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