

The JUST ONE Challenge Seminar...

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Purpose: To spotlight biblical references and contemporary illustrations of how God has recruited ministers and missionaries to full-time Christian service. *(Disclaimer –This outline does not imply contemporary levels of apostolic or prophet authority similar to those inspired to write Scripture.)*

Outline:

1. **JEREMIAH** (Jer. 1:1-9) - Private, progressive and personal awareness as a young person developed in the context of Godly influences amidst times of cultural change.
2. **ISAIAH** (Is. 6:1-8) – A strong sense of conviction and “a Word from God” amidst national and or personal crisis.
3. **THE APOSTLES** (Mt. 4:18-20; 9:9-11) - A second career change of life after having grown up with Godly influences. Trained short-term in a school of discipleship.
4. **SAUL OF TARSUS** (Acts 9:1-9) – A spiritual crisis with an apparent divine intervention.
5. **TIMOTHY** (Acts 16:1-3) & **JOHN MARK** (Acts 12:12-13, 25) - Godly roots with a spiritual maturity which was recognized by others and recruited for discipleship.

Long-term Debate:

Among the resource list below are a few articles debating a long-term discussion in the Restoration Churches. Should the church/church camp programs heavily promote the Christian ministry vocation in their programming? “Life Recruit Rallies” of the 1950’s and 60’s allegedly promoted exponential growth in Bible Colleges across the country and helped to launch hundreds of Independent Christian Churches surrounding those Colleges. The critics claim that too much emotion and not enough “Call from God” created an eventual sense of disenchantment with the church. It is thought by some to have minimized “The Call” of Christian living in every career and caused long-term guilt among those who made unfilled, emotionally driven commitments.

Survey Results:

From an informal email survey in 2010:

- 11 of 23 respondents pointed to the opportunities to do ministry inspired them.
- 14 of 23 respondents pointed to relationships as a key element influencing theme.
- 9 of 23 respondents can point to a specific passage of Scripture that inspired them.
- 12 of 23 respondents pointed to Church Camp as a key element.

From a 2003 thesis survey of over 600 individuals’ ministry or preparation for ministry. Their perceptions of the effectiveness of various factors influencing them to consider missions/ministry suggest the following:

(5= strongly disagree 1=strongly agree)

1. Bible college students see missions trips as being more effective in recruiting them to ministry than those who went on missions trips and are currently in the ministry. (B.C.S.-2.5, M.-3.5)
2. Bible college students see going to regional camp events like CIY and NYR being more effective in recruiting them to ministry than those who are currently in ministry and participated in the same program. (B.C.S.-2.7, M.-3.7)
3. Bible college students see the church camp family leader relationship as being more effective in recruiting them to ministry than those who are currently in ministry and participated in the same kinds of programs. (B.C.S.-2.4, M.-2.8)

4. Those in ministry see the church camp vespers speaker as being more effective in recruiting them to ministry than those who are Bible college students. (B.C.S.-2.9, M.-2.5)
5. Bible college students see the camp leader characteristic of being a person demonstrating "profound faith in God while facing some personal crisis" as being more effective in recruiting them to ministry than those who are currently in ministry and have participated in similar kinds of camp programs. (B.C.S.-2.1, M.-2.9)
6. Bible college students see the camp leader characteristic of having in common a "life experience or similar background" as being more effective in recruiting them to ministry than those who are currently in ministry and have participated in similar kinds of camp programs. (B.C.S.-2.6, M.-3.2)
7. Bible college students see the camp devotional times as being more effective in recruiting them to ministry than those who are currently in ministry and have participated in similar kinds of camp programs.(B.C.S.-2.0, M.-2.4)
8. Bible college students see the camp service projects as being more effective in recruiting them to ministry than those who are currently in ministry and have participated in similar kinds of camp programs.(B.C.S.-2.5, M.-3.0)
9. Those in ministry see the camp vespers /evening preaching services as being more effective in recruiting them to ministry than those who are currently Bible college students and have participated in similar kinds of camp programs.(B.C.S.-2.5, M.-2.2)

A Summary of Key Influences on Candidates for Ministry

(1= very positive 5= very negative, % = the percentage of responses from total number of respondents, **Bold font** indicates top influencing factors.)

	'03 Coll. St.	'03 Ministers
Local preaching minister.....	2.89 (96%)	2.32 (93%)
Local youth minister.....	2.48 (87%)	2.91 (67%)
Family member in ministry...	3.12 (61%)	2.97 (63%)
Parent(s)/Guardian(s)	2.88 (91%)	2.74 (92%)
Extended family member.....	3.69 (83%)	3.67 (73%)
Youth group class, project project, or activity.....	2.93 (90%)	3.00 (82%)
Missions trip.....	2.56 (76%)	3.59 (44%)
Bible bowl.....	4.02 (39%)	4.27 (30%)
Bible College sponsored event.....	3.18 (72%)	3.00 (66%)
Week-long church camp as camper.....	2.66 (84%)	2.70 (77%)
Week-long church camp as teen worker.....	2.92 (65%)	3.54 (52%)
Local church or church camp rally (Life recruit).....	3.19 (72%)	3.73 (62%)
Regional or nationwide camp (NYR, CIY, Kiamichi)...	2.70 (70%)	3.71 (42%)

Top Influences on College Student Candidates for Ministry

1. Local youth minister.....**2.48** (87%)
2. Missions trip.....**2.56** (76%)
3. Week-long church camp as camper.....**2.66** (84%)
4. Regional or nationwide camp (NYR/CIY/Kiam..**2.70** (70%)

Top Influences on Adult Ministers as Candidates for Ministry

1. Local preaching minister.....**2.32** (93%)
2. Week-long church camp as camper.....**2.70** (77%)
3. Parent(s)/Guardian(s)**2.74** (92%)

What does all of this suggest?

1. Either church camp programming is using camp activities such as service projects, family meetings, devotional times, and competition events more effectively. Or those that are currently younger (which tend to be Bible college students) are more impressionable by activity types of learning and spiritual challenges than those that are currently in ministry.
2. Preaching activities and a relationship with those leading the evening preaching services are not perceived as effective in helping potential ministry candidates to consider ministry as they use to.
3. The Bible college population tends to respond better to a higher level of unconditional love, fear/guilt and hope than the minister population.
4. A surprise for me was that the intentional use of excitement was rated around a "2" and showed no significant difference in opinion between the Bible college and minister populations.
5. A verified expectation I found was that the general use of "activity oriented learning" rates higher in effectiveness for the recruitment to ministry with the Bible college population than the minister population. Those currently in ministry tend to want to sit and listen or discuss ministry while those that are in Bible College tended to want to get out and do it!
6. The high rating of camp devotional times instills further confidence in the need to have young people develop "quite times" with God. It's a lesson taught as far back as Old Testament Elijah- God speaks loudest in the still small voice being alone with Him.
7. The camp leader characteristic scores tell me that younger recruits sense the need and follow the opportunities to have open and honest mentors in faith and ministry.
8. If we want to win new recruits to ministry preachers, youth ministers, parents, sponsors and Bible College faculty must:
 - a. Develop priorities for all generations of Christians with families when possible to serve others with their God given abilities. This must be modeled first, taught second and mentored consistently.
 - b. Encourage, prioritize and model times for personal Bible devotions in our homes, churches, camp programming and youth group activities.

- c. Emphasize, nurture, and program for open and honest relationships between old and young in our homes, churches, camp programs, and Bible Colleges.

Resources:

Good Books/Articles

Banta, Trudy W., Donald Bratcher, William Aiken. "Career Development for Secondary Youth in a Church Setting" *Journal of Career Education*. (March 1979) : 179.

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Philips, Woodrow. "How to Challenge Youth to World Evangelism Pt. 2" The Christian Standard. (15 Jul. 1961): 447.

Smith, Bill E.. "The Preacher Shortage" Gospel Advocate. (Oct 2002): 28.

Starr, Marion F. "How Early Is Too Early to Begin Life Career Planning?" Journal of Career Development. Vol. 27 No. 2 (2000): 89.

Syester, Charles. "Where Are Your Timothys?" The Christian Standard. (13 Aug 1995): 672.

How Ministers and Missionaries are Recruited? T.L.C.C. Missions Fair 2010

Tanner, Terry. "Christian Camps: Major Factor in Future Church Leadership" The Christian Standard. (14 Jun. 1998): 484.

"We Must Begin Earlier." The Christian Standard (Oct 1943): 836.

Whitlock, Glenn F. "The Role of the Minister in Vocational Guidance" Pastoral Psychology. (Sept. 1961): 14.

Wilson, Robert W.. "Our 'Life Recruit' Dilemma" The Christian Standard. (16 Jan. 1965): 40.

Good websites:

- Article: Raising Up the Next Generation of Kingdom Leaders – www.christianstandard.com/2007/04/cs_article-544/
- Article: Raising 'Timothies' To Reach The World www.youthministry.com/?q=node/12288/print
- Resources for Missions and mental health - www.missionarycare.com
- Resource Center for the Aspiring Missionary www.preparingtogo.com
- A website that indexes in different languages several hundred resources - www.missionaryresources.com
- A website designed to inspire, organize, and equip teens to volunteer to do good stuff offline. www.dosomething.org
- A blog describing the millennial generation and how to best inspire them and implement their unique abilities into a fabric for global betterment www.socialcitizens.org/blog/art-demystifying-millennial-volunteer
- Ordination Printed originally as a three part series in the Christian Standard now available as a composite resource for \$2.99. http://christianstandard.com/2006/10/cs_article-535/