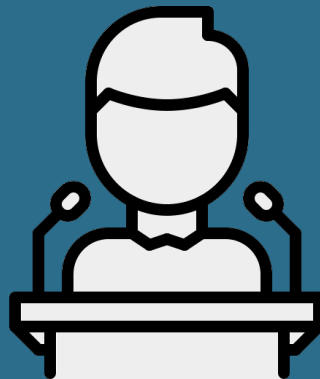


**“ON EFFECTIVE  
DISCIPLESHIP  
MINISTRY”**



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*August 6, 2019*

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# INTRODUCTION



# ‘Nothing New Under the Sun...’

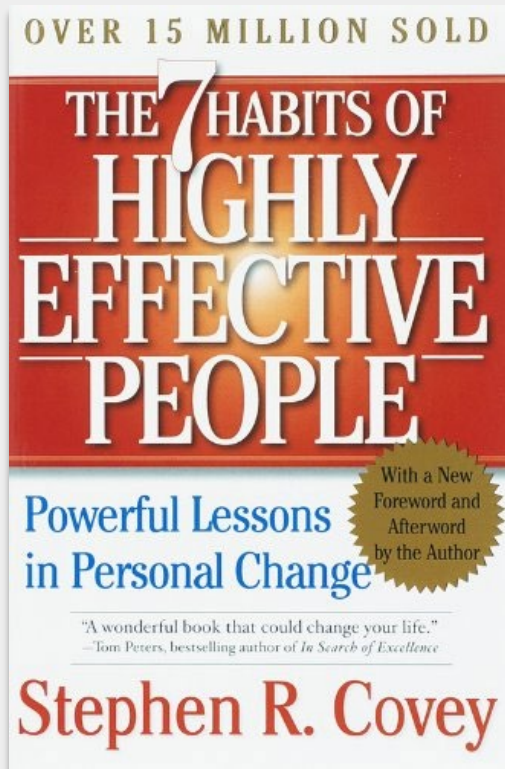
## Ecclesiastes 1:9

“What has been will be again, what has been done will be done again; there is nothing new under the sun.”

## 2Timothy 2:15

“Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the word of truth.”

# The Power of Paradigm Shift



What does Stephen Covey say about ‘the Power of Paradigm Shift’?

(‘The 7 Habits of Highly Effective People’ by Stephen Covey 1989, p.15-45)

‘Paradigms’ = “the way we see the world in terms of perceiving, understanding, interpreting...”

‘Paradigm shift’ = When this paradigm shift occurs, we change our perception of seeing things from one way to the other, and these create a powerful change!

# The Power of Paradigm Shift

## Covey's Experience on Paradigm Shift

“On a Sunday morning... on a subway in New York”

A guy with two kids ... running wild

“I lost my wife last night!”

Criticism ⇒ Sympathy!



# The Power of Paradigm Shift

What does Stephen Covey say about 'the Power of Paradigm Shift'?

('The 7 Habits of Highly Effective People' by Stephen Covey 1989, p.15-45)



## **Two Points on Paradigm Shift**

- 1. We see the picture according to what we perceive by the previous image of the picture.**
- 2. We see the same picture, but we see two different images according to our own perception!**

# 'The Unique Lens of Experience'

“This perception demonstration also **shows how powerfully our paradigms affect the way we interact with other people.** As clearly and objectively as we think we see things, we begin to realize that others see them differently from their own apparently equally clear and objective point of view. ‘Where we stand depends on where we sit.’

Each of us tends to think we see things as they are, that we are objective. But this is not the case. We see the world, not as it is, but as we are -- or, as we are conditioned to see it. When we open our mouths to describe what we see, we in effect describe ourselves, our perceptions, our paradigms. When other people disagree with us, we immediately think something is wrong with them. But, as the demonstration shows, sincere, clearheaded people see things differently, **each looking through the unique lens of experience.**” (p.28-29)

~~02~~

## MY STORY



## Key Verse of Lecture

### John 10:14-15

“I am the good shepherd; I know my sheep and my sheep know me -- just as the father knows me and I know the father -- and I lay down my life for the sheep”

→ how to practically apply this in our discipleship ministry?

# “Zeal and Passion Was Not Enough!”

Full of missionary passion ...

- Early years, met almost 100 students every year
- Competition with other African chapter's ministry
- Passion and zeal to get Faithful, Available and Teachable sheep!

# Sick With 'Sheep-Phobia'?

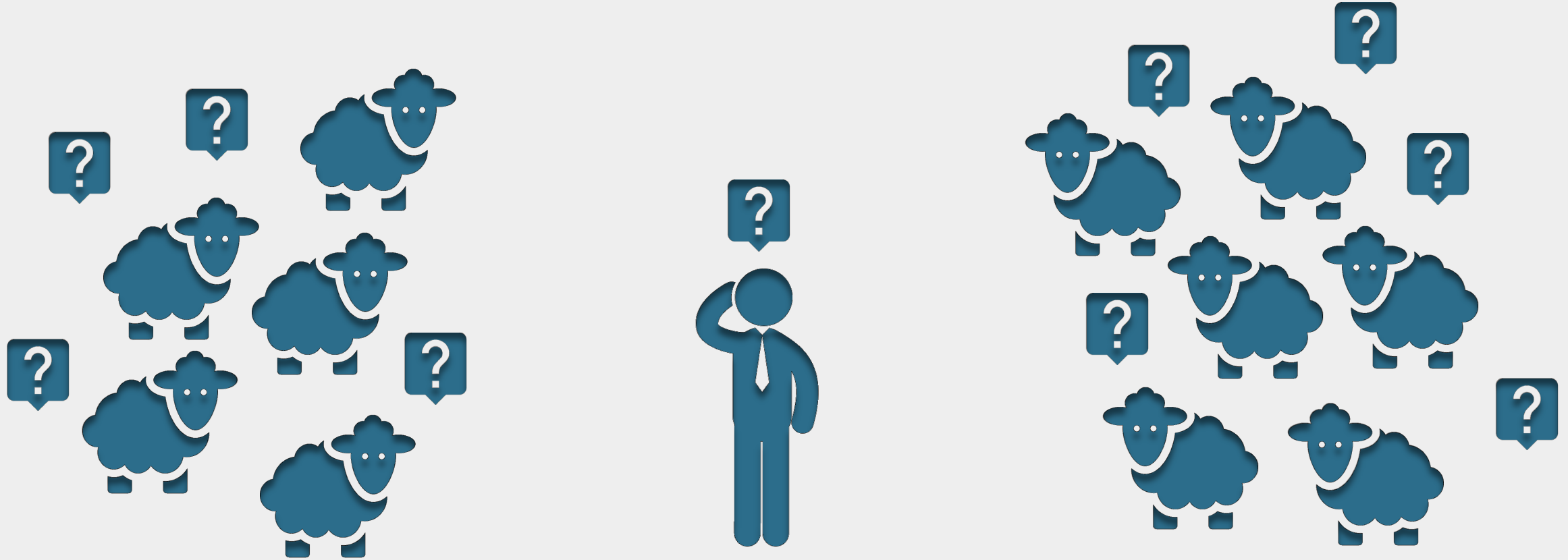
## Sheep "O"

- Very faithful, and did things that pleased me (?)
- I hoped him to be ancestor of faith, so took him to MUS conference
- During 1994 MSU conference, left behind as an illegal immigrant

## Sheep "M"

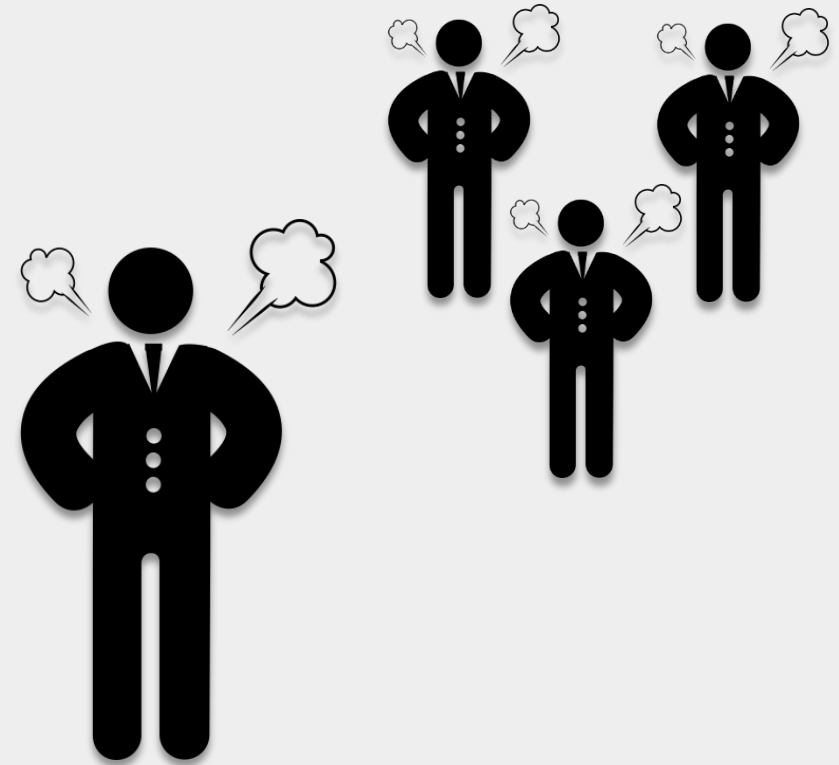
- Very friendly, understanding, and humble
- Attended 1998 international conference
- Hoped him to have marriage by faith, and he said he was committed to it
- But members began grumbling that he was already married! He denied!
- He joined Bowling Green College in 2001
- A few years later, his wife and son immigrated to US

# 'Not them, but I failed to know them!'



# FROM Sheep-Phobia TO Sheep-Hatred!

- Self-supporting struggle
- Co-working difficulties
- Culture-shock
  - Mistrust grows
  - Feeling of loss in mission field (Kenya)
  - Communication breaks (inc. emotional responses...)
  - Rebellious responses from sheep
  - Breakdown of relationships
  - Becomes a cycle of enmity (misunderstandings )



# Ready to Give Up 'Shepherd-ing'?

- Doubting of gospel power in ministry
- Gradually lost spirit of serving sheep
- Members reduced from 50's to 10's

*Better leave the mission field... before too late!*

Many people give up here, or remain dormant ...  
(No passions, no more zeal, with a lot of pain and wounds in their heart!)

# Where Did I Fail?

## 1. To know sheep ...

“I am the good shepherd; I know my sheep and my sheep know me ...” (John 10:14a)

## 2. To have pure motives towards sheep ...

(11) “I am the good shepherd. The good shepherd lays down his life for the sheep.” (15) ... just as the Father knows me and I know the Father-- and I lay down my life for the sheep.” (John 10:11,15)

Restoring pure motive to be a good shepherd:

- to take care of sheep to learn Jesus
- to put down all impure motives, such as competitions, member numbers
- to care for one sheep with ‘all-in’ spirit

~~03~~

## CHANGED APPROACH



### *3. Changed Approach*

- 1. To overcome my own barriers to sheep**
- 2. To be known to sheep**

# 1. To Overcome My Own Barriers (1/5)

## (1) To overcome my own 'cultural lens'

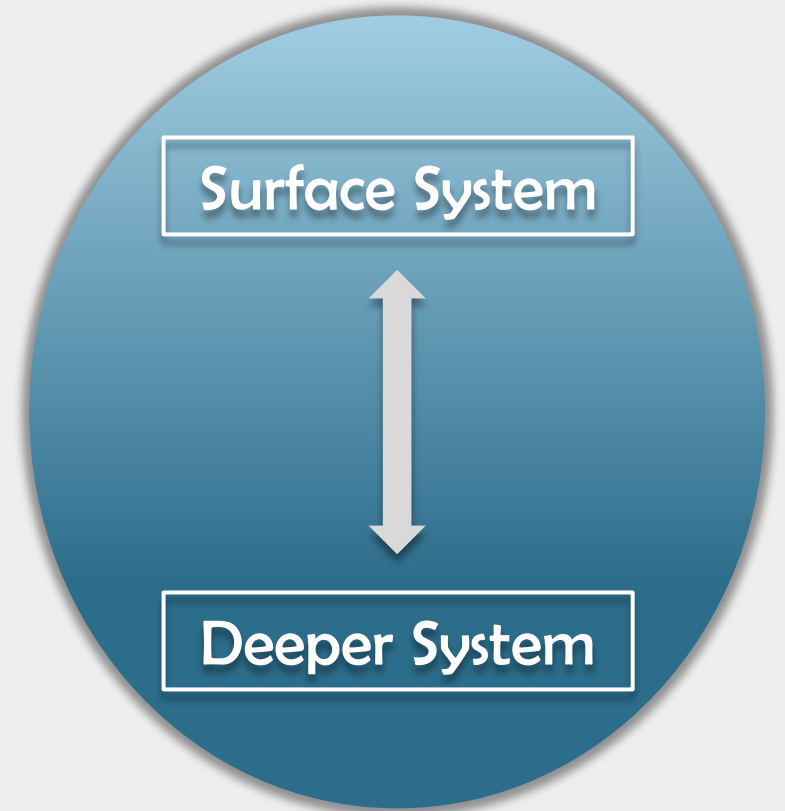
(\*Cross-cultural conflict' by Elmer, 1993)

- Elmer says ... *“when I first moved to South Africa, I had little understanding of cultural values other than my own. as a result, accurate interpretation of other people’s actions was nearly impossible. I could see only through my own cultural lenses. I needed to learn and adapt to the cultural lenses of the local people. that would require not setting my lenses aside, but adding theirs to mine.”* (p.12)
- My cultural values rule over me so that I cannot see the cultural values of sheep

# 1. To Overcome My Own Barriers (2/5)

## (2) Biased Speculations Towards Sheep

- One's world : Surface structure + Deep structure  
(‘Anthropology for Christians Witness’ by Charles Kraft, 1998)
- Need to understand his/her deep structure  
“Why does s/he behave in such ways ~”



# 1. To Overcome My Own Barriers (3/5)

## (2) Biased Speculations Towards Sheep

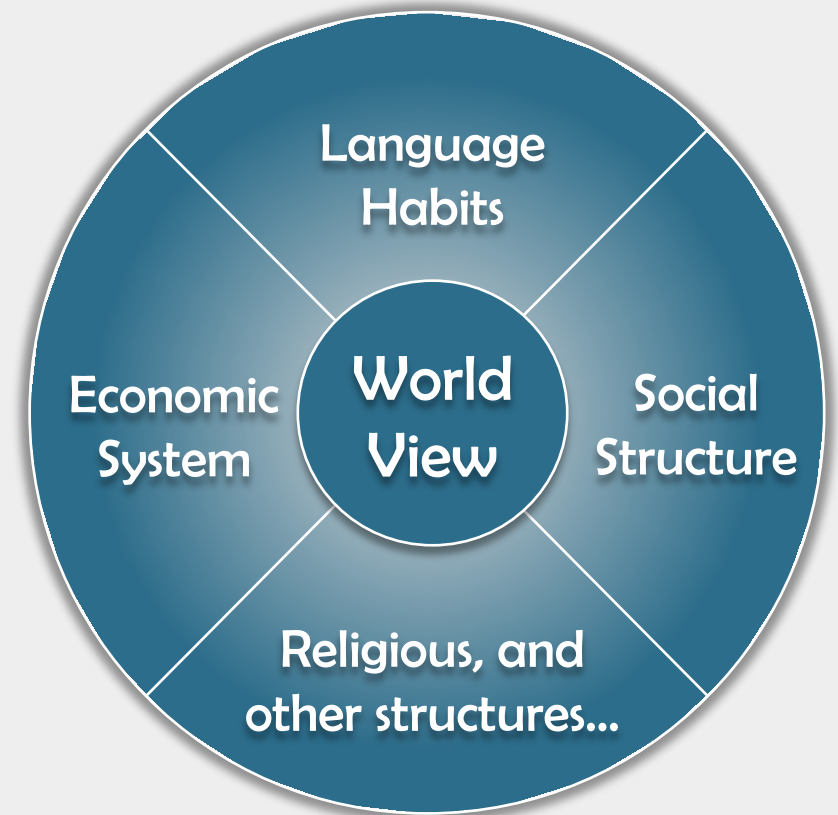
- It is not easy to understand deep structure
- Because of 'worldview' deeply seated in them
- Otherwise, a lot of biased speculation ...

For example:

Blowing your nose aloud → no 'Excuse me!'

But, when you sneeze, you must say, 'Excuse me!'

I do not totally understand this as a Korean!



# 1. To Overcome My Own Barriers (4/5)

## (2) Biased Speculations Towards Sheep

### For example:

Blowing your nose aloud → no 'Excuse me!'

But, when you sneeze, you must say, 'Excuse me!'

I do not totally understand this as a Korean!

# 1. To Overcome My Own Barriers (5/5)

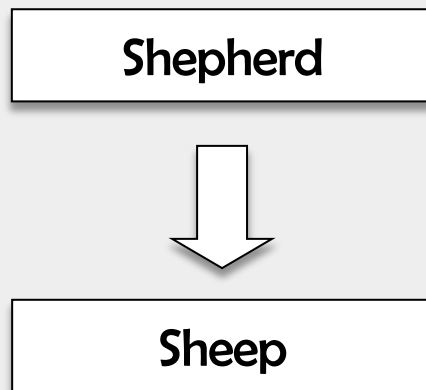
## (3) Culturally biased approaches ...

- Authoritarian approach (Oriental style)
  - Top-down instructions
  - “I am always right; your view is wrong...”
- Eventually, I could not hear the voice of my sheep any longer ...

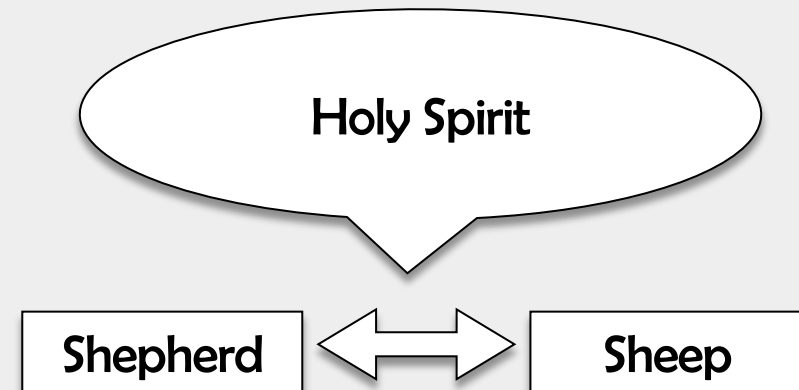
## 2. To Be Known By Sheep (1/3)

### Three Models of Approach:

#### Model 1. Hierarchical Relationship

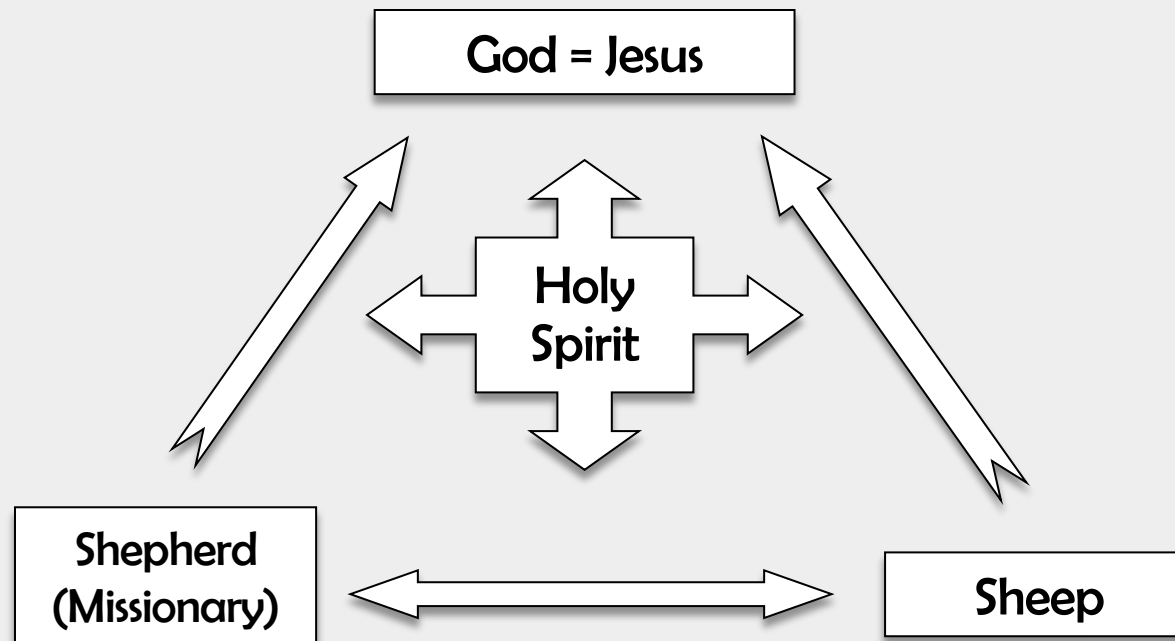


#### Model 2. Partnering Relationship



## 2. To Be Known By Sheep (2/3)

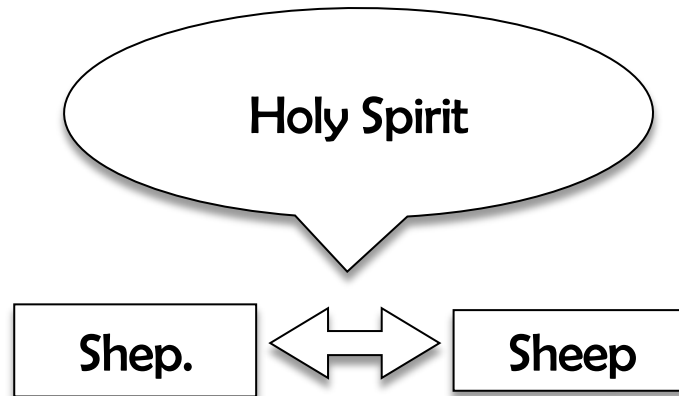
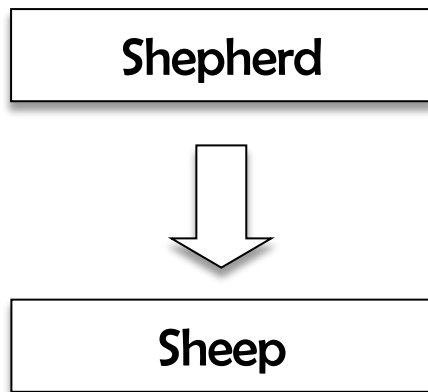
### Model 3. Triadic Relationship



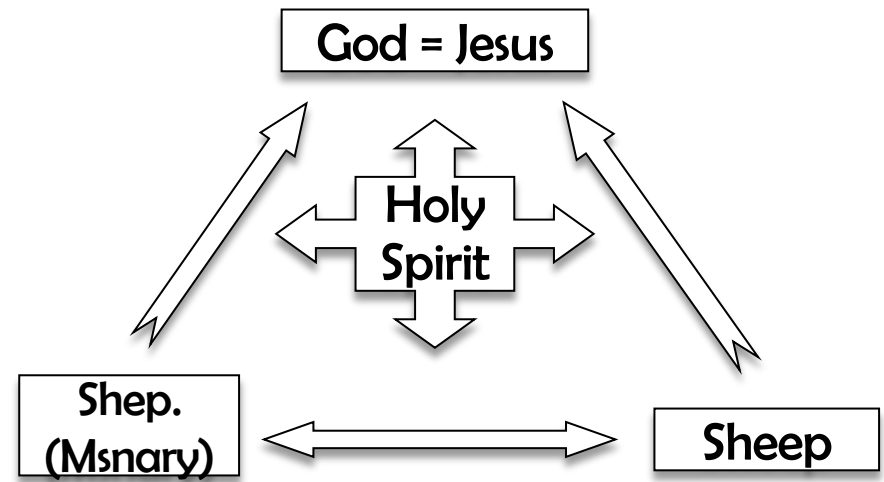
# Which one? (3/3)

## Model 2. Partnering

## Model 1. Hierarchical



## Model 3. Triadic



**04**

**TOWARD EFFECTIVE  
DISCIPLESHIP**



# 1. To Know Sheep ...

(John 10:3)

The watchman opens the gate for him, and the sheep listen to his voice. He calls his own sheep by name and leads them out.

- To know sheep holistically
- Reading school books (to understand educational background)
- Read about tribes in Kenya (social, cultural background)
- Read histories (church histories) of Kenya and Africa ...

# 1. To Know Sheep ...

### ❖ Life Testimony Sharing

- After one year of faithful 1:1 Bible Study relationship
- Especially when preparing conference ...
- At the crucial stages for discipleship development
- Family background, spiritual status, life-long problem, thought-world, characters, etc.

### ❖ Bible Testimonies (“Sogam”) Writing/Sharing

- Once every week, based on Sunday message
- Mutual spiritual communication
- Learning and growing with each other, mutually toward God!

### One Important Fact!!!

The more the shepherd shares, the more your sheep will share!

# 2. Outcome ...

## Shep. Kevin

Gifted	Peace-making, Friendly, Social, etc...
Weakness	Weak in self-management (of time, appointment, etc.)
Analysis	Sodomized experience at young age → no trust in men, only trust self
Application	“Father, forgive them, for they do not know what they are doing.” (Luke 23:34)
Discipline	“Love the LORD your God with all your heart and with all your soul and with all your strength.” (Deut. 6:5)
Outcome	Struggle to keep time for sheep; Plays ‘peace-maker’ role in ministry

# 2. Outcome ...

## Shep. Otieno

Gifted	Faithful, Scholarly
Weakness	Pay more attention to self-fulfillment rather than spiritual growth
Analysis	From childhood, suffered from neighbor's jealousy, family members were poisoned to death → life-desire to revenge through human success
Application	"But seek first his kingdom and his righteousness, and all these things will be given to you as well." (Mat. 6:33)
Discipline	"But seek first his kingdom and his righteousness, and all these things will be given to you as well." (Mat. 6:33)
Outcome	Denial of scholarship to study abroad; 'Treasurer' of the ministry

# 2. Outcome ...

## Shep. Juma

Gifted	Faithful, Leadership, Good Manager
Weakness	Self-righteous, don't admit mistakes ...
Analysis	Grew under a strict father who was a pastor of a church → self-righteous life style became part of himself!
Application	"It is not the healthy who need a doctor, but the sick. I have not come to call the righteous, but sinners." (Mark 2:17)
Discipline	"For I desire mercy, not sacrifice, and acknowledgment of God rather than burnt offerings." (Hos. 6:6)
Outcome	Helps sheep of similar type well, message trainer of student-shepherds, faithful disciples growing under his care

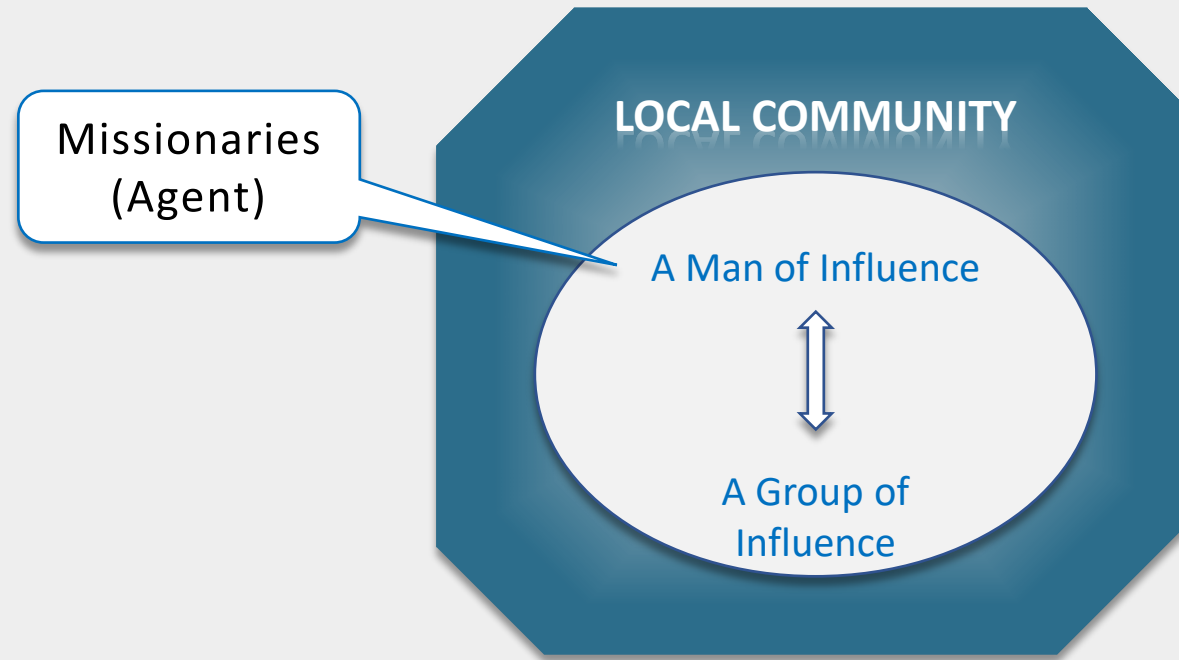
05

**NURTURING LOCAL  
LEADERSHIP**



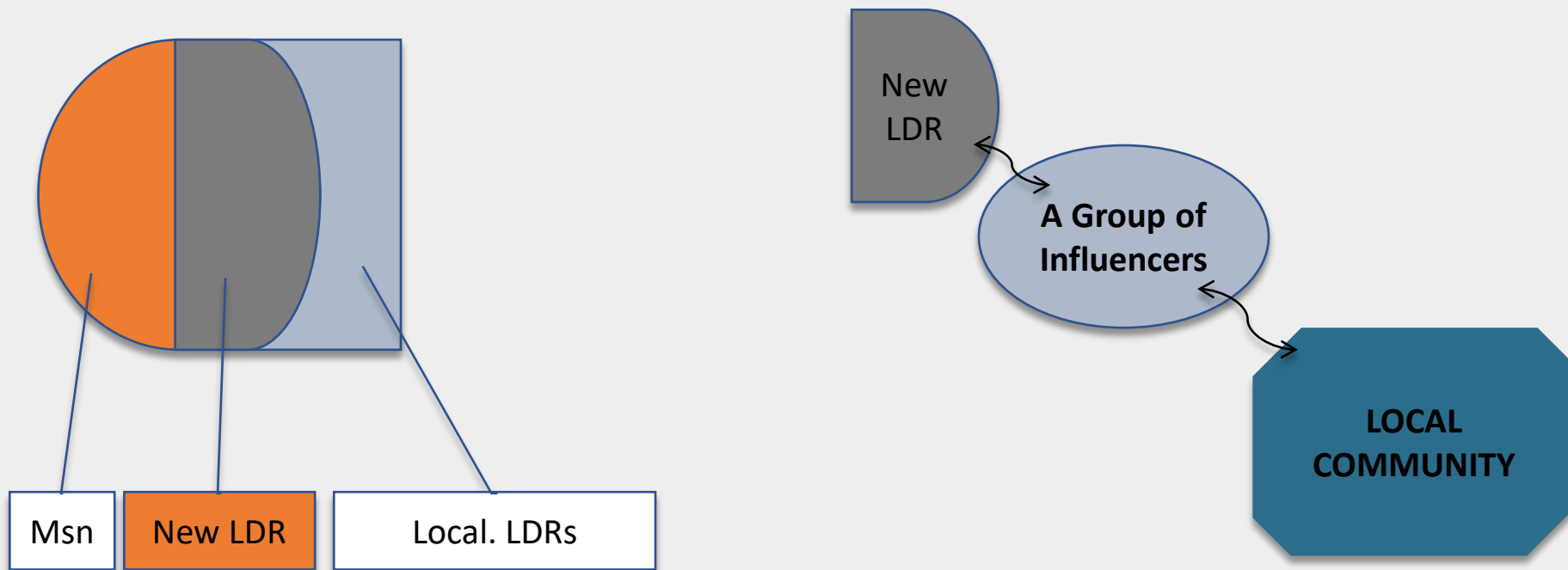
# 1. Agents of Change Concept

## Missionaries as an 'Agent of Change'



# 1. Agents of Change Concept

## Local Leaders to Change a Group of People



## 2. 'Banyan Tree vs. Banana Tree' Concept

Paul Hiebert, *Anthropological Reflections on Missionaries*. 1994. p.173-5

**Banyan Tree**



**Nothing grows under a Banyan Tree**

**Banana Tree**



**Cycle of life every 6 months**

# 2. Banyan Tree vs. Banana Tree

### 'Banyan' Style

- Disciples 'followers'
- Has great ministries, but ends up with no leaders who can match the level of predecessors let alone improve what has been established
- Is easy to train because they only follow and do not raise questions
- "When we depart, we leave sheep but no shepherds" (p.174)

### 'Banana' Style

- Disciples 'leaders'
- "We must teach people to think and decide on their own, to challenge our beliefs, and to argue with our decisions. When they take over, they will go beyond us and take credit for their own growth."
- Short-term seems inefficient, but long-term is efficient and rewarding

# 2. Banyan Tree vs. Banana Tree

- We must allow growing leaders to have the right to make mistakes, so that they become more responsible for what they do in the future
- “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” (2 Timothy 2:2)

→ we must follow banana style discipleship ministry!

~~06~~

## CONCLUSION



# Key of Discipleship in Cross-Culture Setting?

**Many approaches, but one principle!**

## Jesus says ... in John 10:14-15

“I am the good shepherd; *I know my sheep and my sheep know me*—<sup>15</sup>just as the Father knows me and I know the Father-- and I lay down my life for the sheep.”

## Sun Tzu says in ‘Art of war’ (Chapter 3. Attack by Stratagem. Article No. 18)

“You will always win if you know your self, then your opponent!”

# 'Paradigm Shift' to Be Continued ...

## Continuous 'paradigm shift' in our discipleship ministry!

- From my own lens to other's lens (accept differences)
- From one-sided teaching to mutual learning
- From 'a hired-hand' to 'a good shepherd'

## Applicable to improving other relationships

- Between husbands and wives
- Between parents and their children
- Among missionary co-workers, etc.



**Asante Sana!**  
(‘Thank You’)

