



RECRUITMENT RETREAT

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HOW TO CONDUCT A RECRUITMENT RETREAT



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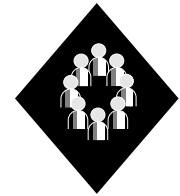
BEFORE YOU BEGIN . . .

You are going to be taking your leadership through a paradigm shift. It is important to be patient with everyone. It may help to think of those who attend as blind people who are eventually going to receive their sight. See yourself as God's healer, to remove the scales from their eyes. One of the responses to new things is anger. Behind all anger there is great fear. Seek to remain objective as you work with the group. You may expect this retreat will draw out true feelings. When they emerge, don't become defensive. Remember that paradigm impressions can change!

The outline below explains step by step what to do to have an effective Recruitment Retreat that is based on experiences, rather than on lectures. Study these instructions until you have internalized them. Make any changes to adjust to your retreat setting, but don't tamper with the structure suggested until after you have used it one or two times.

1. THINGS TO BRING ALONG:

- A. All notes, books, or information in printed form you want to share.
- B. An inexpensive but appropriate small notebook, pocket or bible sized, to be used as a Prayer Journal by each participant.
- C. A goblet and a small loaf of bread for the Agape Feast.
- D. Handouts to use at the right time from *Where Do We Go From Here?* (Revised Edition):
 1. Page 251
 2. Pages 264, 266-270
 3. Pages 272-275
 4. Page 283
 5. Page 304
- E. Other diagrams or explanations from other books or notes from this course.
- F. Sports Equipment for games?
- G. Large Name Tags and means of attaching to shirts (one for each person.) Vary the number based on the size of your group:
 1. CELL LEADER (1 tag)
 2. CELL LEADER INTERN (1 tag)



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3. FATHER (3 tags)
 4. YOUNG MAN (2 tags)
 5. LITTLE CHILD (2 or 3 tags)
 6. BROKEN WING (2 tags)
 7. SENIOR PASTOR (1 tag)
 8. ZONE SUPERVISOR (1 tag)
 9. ZONE SUPERVISOR INTERN (1 tag)
- H. GUIDELINES FOR THE CELL LEADER (See separate page)
- I. Be prepared to lead the Worship Time in the Simulation/Game Cell Group.

PLANNING



2. BOOK A RETREAT SETTING APPROPRIATE FOR THE ACTIVITIES

- A. Book a retreat site for 3 days that will be private, comfortable, and fairly close to home.
- B. You may wish to have someone else preach for you and do the 3-day retreat over a Saturday, Sunday, and Monday.
- C. If possible, let the church pay for this retreat. If this is not possible, be sure no one stays at home because the cost is too great.
- D. Begin the retreat with lunch on the first day, close at 3 p.m. on the final day.

3. SELECT THE POTENTIAL LEADERS TO ATTEND

- A. Pray over the "pillars" in your church. Evaluate each person and his/her spouse. Which ones have potential to be leadership material in the new Cell Church? If some of the "pillars" are carry-overs from the past and are unable to provide true leadership, this is a time to help them find a new position more suited to their capacities.
- B. Have the heart of Christ as He prayed all night about which men would become part of The Twelve.
- C. Select no more than 14 people to go on the retreat. If you are a larger church and have more than 14 people you want to work with, do a series of two, four, or more retreats. It is important that each one provides small group intimacy.
- D. Personally invite each person to participate, face to face. (No phone calls!) Explain this will be called a "Recruitment Retreat." Its purpose is to evaluate potential leadership for the transition stage into the Cell Church. If some decline, do not attempt to "sell" them on the idea. They may be early adopters or even early majority, who need to see the concept in action before they can make a commitment to participate.

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4. ASSIGN ADVANCE READING TO THOSE ATTENDING

A. Recommended reading:

1. A product of your own writing, which is appropriate to your situation. Keep it under 20 pages. I highly recommend this! Preparing it will focus you on what you want to say about the Cell Church as it will exist in your locality. Feel free to insert any material from any of my books that will help you get the job done.
2. Alternative: Where Do We Go From Here?, Chapter 5, "Community, the reason for Cells."

5. RECOMMENDED AGENDA

A. First Day:

1. Lunch
2. Conduct a Cell Group without explaining it.
 - a) ICE BREAKER: Quaker Questions (15 minutes):
 - (1) Where did you live between the ages of 7-12, and how many brothers and sisters did you have?
 - (2) What form of transportation did your family use?
 - (3) Who did you feel closest to emotionally?
 - (4) When did the single word "God" enter your awareness, and how did you react to it?
 - b) WORSHIP (15 minutes)
 - (1) Be sure that whoever leads this (you or someone else?) is prayed up and in touch with the Throne of God before leading the group.
 - (2) Let this be a powerful time. Don't end it until God "shows up" for each person.
 - c) EDIFICATION TIME (40 minutes)
 - (1) Say, "Let's talk about times in our life when we were comforted by someone else." You begin by sharing an experience from your past." DO NOT go around the circle! Let group members share as they are ready.
 - (2) When everyone has shared, ask, "Can you recall a situation where you, yourself, were the one doing the comforting? Tell us what you did and how you felt."
 - (3) Read 2 Cor. 1:3-5 to the group. Say, "Spiritual gifts take place when God flows through us to meet the need in the life of another person. How do we see God comforting in this passage? How does He work through us to become the agent of His comfort?"

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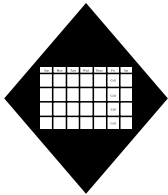


- (4) Ask, "Do you need the comfort of God in your own life right now? Would you like to share this need with us?"
- (5) Let the next period be a time of ministry and prayer for one another. Experience oikodomeo, edification! Let God take over.
- d) SHARE THE VISION TIME (20 minutes)
 - (1) Ask, "Share with us a person who is not a believer who is going through a difficult time right now." (Let responses be random; everyone may not be able to share.)
 - (2) Ask, "What does the Lord speak to us about these persons? Is there some specific action he would like us as a group or a team from the group to do to be comforters to this person?"
 - (3) Close in prayer

3. COFFEE BREAK

4. Presentation: "Why we need to become a Cell Church instead of a Church With Cells" (1 to 1 1/2 hours)

- a) Trace the history of your church from its beginning.
 - (1) Use charts and graphs to show the way it has grown, plateaued, or stagnated in the past.
 - (2) Explain the need for this body of Christ to become more biblical by adopting the New Testament structure of Acts 2:42-46. Share your own VISION for the church.
- b) Share concepts taken from Where Do We Go From Here?
 - (1) Use concepts from various chapters that you feel need to be understood.
 - (2) Distribute copies of page 76, "A Study in Contrasts." Guide an open discussion about it.
 - (3) Ask, "Where does our church fit in between these two models?"
 - (4) Ask, "What would have to be changed in our church for it to become a true Cell-based church?"
 - (5) Carefully evaluate who shares in the above discussions. Who is positive about the changes? Who is silent? Draw out the silent ones by asking directly toward the close, "Name, what are your thoughts about this?" It is important that you get a "reading" on each person's attitude before you go on.



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5. BREAK: REST TIME, RECREATION, OR WHATEVER IS SUITABLE

Give time for people to reflect. If you are able to loan a copy of *Where Do We Go From Here?* to each person, suggest they look at one or more chapters you recommend during the break time.

6. DINNER: AGAPE FEAST

a) If your retreat setting makes it possible, have an Agape Feast in a private room.

- (1) Read Luke 22:8-20. Explain that in the beginning of church life the Lord's Supper was always attached to a meal. The Passover meal was preceded by the breaking of the bread and ended by the passing of the cup. Early Christians repeated the pattern in their Cell Groups by moving from house to house, "breaking bread" (that's the Agape Feast), fellowshiping, and praying. Explain the meal tonight will be a "Love feast" and will duplicate the way the Lord's Supper was performed in the early church.
- (2) Ask for three of the group to pray. The first prayer should welcome the Father into the Agape Feast, the second welcomes the Son, the third welcomes the Holy Spirit.
- (3) Take a loaf of bread and break it. Pass the halves in either direction. Then share that the church was not born at Pentecost but at Calvary, and the broken bread reminds us of the body of Christ which was pierced on the cross.
- (4) Indicate that the conversation during an Agape Feast was fellowshiping together. Suggest that the discussion for the meal tonight should focus around sharing where each of us are on our journey into the wholeness of Christ.
- (5) Read 1 John 2:12-14 aloud. Explain that the transition from "little child" to "young man" takes place when we have "already overcome the evil one"—that is, we have discovered how to deal with Satan's attacks on our inner life. The transition from "young man" to "father" obviously involves "fathering," or bringing someone else to Christ. That's how we get the new "little children!"
- (6) Suggest that after some thought, some might like to share the memory of when and how they moved from being a little child to a young man to a father, or anything else related to their spiritual journey.
- (7) Do not direct the conversations that follow! Become one of the group, but not the controller of it! (This is a tough assignment for many pastors, not only because they are used to controlling, but also because the church members are passive and willing for the pastor to take the lead!)

Happy Hour

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- (8) At the end of the meal, take a single cup (I usually bring along a lovely goblet) and say, "We now come to the high point of our meal. This represents the precious blood of Jesus that was shed for us. Let's sing about this as we pass the cup between us." (Select a praise song or a hymn about the blood of Jesus. If the people do not know all the words by heart, provide song sheets.)
- (9) Join hands and share in a season of prayer worship, thanking the Father for the Son's sacrifice, the Son for His servant spirit, and the Holy Spirit for His presence in us.

7. AFTERGLOW: EVENING THOUGHTS



- a) Do not wear everyone out. Do not go more than one hour. Let this evening session be with circle seating, maybe with coffee cups.
- b) Explain the importance of helping all church members see they are the ministers, and the pastor(s) are to equip them for their ministries. Share thoughts from your own heart rather than notes. Base your remarks on Ephesians 4:1-13.
- c) Ask, "What are the obstacles in our fellowship at present that will have to be overcome before this can become reality for us?"
- d) Listen closely to the responses. Do not control the discussion. Do not be afraid of periods of silence—let people think. Watch for "body signals" that show emotions (hand over face, folded arms in a protective posture, etc.) Remember—you are evaluating each person during this retreat, prayerfully seeking to discover those who are being called as the first wave into the transition.
- e) Don't answer your question to the group at all. If asked say, "I will share my thoughts with you as we meet tomorrow."

B. SECOND DAY

1. BREAKFAST (About 8:00 a.m.?)

- a) As everyone is seated, ask, "What thoughts have you had, either from your own heart, or the heart of God, about the need for us to transition the church into a pure Cell Church?"
- b) Many may share their confusion about what this transition means, what the structure of the Cell Church will be like, what their place in it might be. Listen closely, drawing out everything you can. Their conversation will give you the opportunity to "scratch where they itch" in the morning session. You might even want to jot down some notes as they share.

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- c) You need to be prepared! Have you done your homework? Have you developed your Vision Statement? What have you brought along as handouts that might help? It is good to have a "semi-prepared presentation," but you may need to adjust to their areas of interest.

2. AFTER-BREAKFAST ACTIVITY (9-10 a.m.?)

- a) Depending on your group, this could be a hike, a game to play together like volleyball, football, or any other physical activity you choose which will involve the group in mutual activity. Observation of how each one functions will give you insights into the way each person enters in, who automatically leads out, who hangs back, etc.
- b) Do not lead this. Let a natural leader emerge. Observe!

3. CLEANUP TIME (10-10:30)

4. MORNING SESSION: SIMULATION/GAME (10:30-12)

- a) Explain that you want to play a Simulation/Game with the group.
- b) Lay out the name tags on a table. Ask each person to select one. If asked which one they should select, tell them it doesn't matter. One exception: do not choose the Senior Pastor tag for yourself.
- c) Explain that each person is to play the role of the person described on their name tag.
 - (1) Explain that the "broken wing" tags describe a person who has just gone through being fired from his/her job and is very worried about life. Thus, this person cannot concentrate on anything except personal problems. The person getting one of these tags is to role play a person in this condition.
 - (2) Explain that the "little children" are all new converts.
 - (3) Explain that the "young men" have learned to overcome the power of Satan in their personal lives, and have reached a level of spiritual maturity but have never won a lost person to Christ.
 - (4) Explain that the "fathers" have actually won the "little children" in the group to the Lord and have brought them to the Cell.
 - (5) Explain that the Cell Leader Intern will be shortly taking over half the Cell Group as it multiplies, and the Cell Leader has been grooming him/her for this task.
 - (6) Explain that the Cell Leader will lead a Cell Group session, following some written guidelines that will be given



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him/her. As he/she does so, everyone is to assume their new role as described on their name tag.

(7) Explain that the Zone Supervisor and the ZS Intern are overseers of 5 Cell Groups and rotate visiting them. They have come to visit the group for this session. They will sit in on the meeting and will feel free to share with everyone else, but neither one will take over leadership from the Cell Leader. After the session, they will give their analysis to the Senior Pastor, and the Cell Group will be allowed to "eavesdrop" on their private conversation with him.

(8) Explain that the Senior Pastor will carefully observe the entire proceedings by sitting outside the circle. He will then meet with the Zone Supervisor and Intern and afterwards hold a meeting with everyone present to encourage the group to reach out to the lost.

(9) Take a 5 minute break. Get the "Cell Leader" aside and carefully review the 2-page instruction sheet and answer any questions. When he/she is ready (probably not confident!), let the "Cell Leader" assemble the group. You are to "blend in" to the group and not act like a Senior Pastor!

d) RUN THE SIMULATION/GAME (Close about 11:50)

e) You take over the session at the close. Be sure to get a debrief from every person present! Here are the questions to ask:

(1) What have you learned from this Simulation/Game?

(2) How did you feel as you role played someone beside yourself?

(3) How meaningful do you think it would be to our church members if such a Cell Group meeting became a weekly activity for all of us?

(4) Indicate that in the afternoon session the Zone Supervisor & ZS Intern and the Senior Pastor will enter into the Simulation/Game as it continues.

(5) Get the "Senior Pastor" aside and give him/her the special instructions for the afternoon session, entitled Guidelines for the "Senior Pastor" in the Simulation/Game.

5. LUNCH (NOON)

6. REST, RELAXATION TIME (1-3:30 p.m.)

7. SIMULATION/GAME CONTINUES (3:30-5:00 p.m.)

a) Get the group together in two circles: the Cell Members in the outer circle to "eavesdrop," the Zone Supervisor and ZS Intern and the "Senior Pastor" make up the inner circle. The Cell Members listen as the "Senior Pastor" discusses their Cell Group meeting.

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- b) You now debrief the group:
- (1) Are you beginning to sense the lifestyle of the Cell Groups and the way the Leadership Team will become helpers of the Cell Leaders? Share what your thoughts are about the things we have experienced together today.
 - (2) Continue to evaluate those who are grasping the new lifestyle of the church, and those who are silent or lagging behind.

8. BREAK FOR DINNER

9. EVENING SESSION: THE PROPOSED EQUIPPING PROCESS

Explain the stages the church will go through and the months it will take to do so.

- a) Discussion time follows your presentation.
- (1) There will be many questions. Divide them in your mind into two parts as they are asked: questions for INFORMATION and questions for EXAMINATION.
 - (2) INFORMATION questions are easily answered if you have done your homework.
 - (3) EXAMINATION questions are red flags being waved by a person who is not yet committed. What is this person feeling? The underlying problem may not be easily uncovered. Do not enter into a boxing match with the person. Instead, ask the group: "What are your thoughts about this?" Give time for others to enter into the discussion. Remember, that everything you are doing in this Retreat is to discern who will be called to follow you into the transition as leaders. Not all will do so. Don't be disappointed when you realize this is true!
- (b) Close with a season of prayer. This should go for a period of time.
- (1) Pray for the church family.
 - (2) Pray for the harvest of lost souls that is ahead.
 - (3) Pray for wisdom for the next steps.
 - (4) Pray for one another by name, laying hands on each person as you do so.

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C. THIRD DAY

1. BREAKFAST (About 8 a.m.?)
2. ONE HOUR OF "LISTENING ROOM" TIME (9-10:30 a.m.)
 - a) Distribute pocket or bible sized notebooks to each person to be used as a Prayer Journal. Explain that as they pray, they are to record strong impressions they sense are coming from the Lord.
 - b) Explain the concept of the "Listening Room." (Do you need help? See the Arrival Kit material, pages 60-69). Teach your leadership how to listen as they pray for one hour. Explain you would like them to pray for six areas, 10 minutes for each:
 - (1) PERSONAL WORSHIP (10 MINUTES)
 - (2) PRAYER FOR THE NATION/CITY (10 MINUTES)
 - (3) PRAYER ABOUT THE FUTURE OF THE CHURCH (10 MINUTES)
 - (4) PRAYER FOR YOUR FAMILY (10 MINUTES)
 - (5) PRAYER FOR SPECIFIC LOST PEOPLE (10 MINUTES)
 - (6) PRAYER FOR YOUR PERSONAL NEEDS (10 MINUTES)
 - c) Ask each person to share freely his/her thoughts as recorded in the Prayer Journal.
 - d) Sense what the Lord has been saying to the group.
 - e) Make any final remarks you have from your own "Listening Room" experience.
3. BREAK (10:30-10:45)
4. THE "YEAR OF EQUIPPING" (10:45 a.m. -12:00 p.m.)
 - a) Bring a full set of the Equipping Tools you are going to introduce when you form your Cell Groups. This may include all or some of the following:
 - (1) Welcome To Your New Life
 - (2) The Journey Guide
 - (3) Your version of The New Believers Station
 - (4) The Arrival Kit
 - (5) Sponsor-Sponsee's Guidebook
 - (6) Touching Hearts Guidebook (John 3:16 training)
 - (7) Building Bridges, Opening Hearts
 - (8) Building Groups, Opening Hearts
 - (9) Building Awareness, Opening Hearts
 - (10) Cover the Bible
 - b) Explain the importance of each one of these modules as you prepare every church member for ministry and spiritual battle.
 - c) Explain that you will be starting to take those who enter Stage One with you through these materials so they will be

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familiar with them before starting to use them in their own Cell Groups.

- d) Explain that once the Cells are launched, you may be able to take the entire church body through The Arrival Kit together. There may also be other “launches” you can use to help move the church toward Cell Group structures, and you are praying about them.

5. LUNCH (12 noon)

6. FINAL SESSION: EVANGELISM STRATEGY (1-2:30)

- a) Explain the difference between “traditional” evangelism and “Body Life” evangelism.
- b) Use the Pyramid (in several of my books, including the Shepherd’s Guidebook) to show the five levels of unbelievers.
- c) Share the meaning of the word “OIKOS.”
 - (1) Describe the differences in oikos sizes based on the emotional structure of personalities.
 - (2) Explain the requirement that a person must be directly talked to for a total of 60 minutes every 7 days to qualify as being in the oikos.
 - (3) Have each person create his/her oikos list.
- d) Describe the “Type A” Unbeliever
 - (1) Use Luke 10 to show how the “man of peace” appears inside oikoses.
 - (2) Discover any such people in their oikos lists.
- e) Describe the “Type B” Unbeliever
 - (1) Discover any such people in their oikos lists.
- f) Explain the power of the Cell Group in Evangelism
 - (1) Present 1 Corinthians 14:24-25 as the text.
 - (2) Trace within your group the oikos chains of conversions that are present (I was first, then came my sister, then my mother, then my best friend, etc.)
 - (3) Indicate that the new life of the church will be **STRONGLY FOCUSED** on equipping every believer to understand these simple concepts and to practice them.
 - (4) Every Cell Group will be challenged to harvest unbelievers and thus be ready to multiply in 6-9 months.
- g) Explain the “harvest events” that will be built into the church calendar to help the Cell Groups with reaping the seed that has been sown.
- h) Share together what this strategy can mean to the harvesting of unbelievers once every member of the church is trained and participating!

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D. CLOSING THE RETREAT

1. Read the scripture about the two who were walking on the road to Emmaus (Luke 24:13-23).
2. Explain that when the Lord joined them, they were at first unaware of who He was. They accepted Him as a fellow traveller. Then there came the awesome awareness that He was the risen Christ.
3. Ask the group to break up into pairs (not threes!) to take an Emmaus Walk. Make no attempt to manipulate their pairing up.
4. Suggest that each pair head out in a slightly different direction, or space themselves far enough apart that they will not be able to see each other.
5. Each pair is to walk prayerfully, sharing what the retreat has meant. In addition, they are to share the things that are in their hearts that need prayer.
6. Say, "You will know—you will know—when the presence of the Lord becomes so strong you will say, "He is here! Our hearts are burning!" It will be then you should stop and worship the King, confessing before Him and to one another the things that are in your hearts.
7. There should be no hurry to complete this activity in any given time. Let it go on for as long as it has meaning to those who are sharing together.
8. The walk precedes the final activity of the retreat. Set a time for the final gathering of the group. Let each one share in turn what this retreat has meant and what decisions are being made about participating in the Equipping Process.
9. Bon Voyage!

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GUIDELINES FOR THE "CELL LEADER"

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HERE IS YOUR AGENDA FOR THE CELL MEETING YOU WILL LEAD:

A. ICE BREAKER

B. WORSHIP TIME

C. EDIFICATION TIME

D. SHARE THE VISION TIME

1. ICE BREAKER: (10 minutes)

- A. You have a Cell Leader Intern. In this session, you are going to ask your Intern to lead the Ice Breaker. At this time, call him/her aside and give this instruction:
- B. You are to lead the Ice Breaker. Be sure everyone is in a nice circle where everyone can see the eyes of everyone else.
- C. Greet the group and open with a brief prayer.
- D. Say, "Share about a Christmas present you received from your own father in the past. It may be when you were a child or even last Christmas."
- E. You present your own answer FIRST. The length and detail of what you say will determine how the rest will answer.
- F. After you have shared, ask the person to your right to go next and continue around the circle. Do not leave anyone out.
- G. Try to limit each answer to no more than 1 minute.

2. WORSHIP TIME: (20 minutes)

- A. Ask your Senior Pastor who is leading this retreat to lead the Worship Time in the simulated Cell Meeting. (He will not be wearing a tag designating him as Senior Pastor!) He knows about this and will be prepared to do this.
- B. At the close, return to moderate the meeting.

3. EDIFICATION TIME: (45 minutes)

- A. Say, "Last Sunday our pastor taught us about Jesus visiting Mary and Martha. You recall we learned that Martha spent all her time in the kitchen preparing food after He arrived, while Mary sat at the feet of Jesus and talked to Him instead. Pastor pointed out that Martha planned on being significant in Jesus' eyes by impressing him with her cooking, while Mary felt her time would be better spent listening to His words. Each of us

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tends to be more like a Mary or a Martha. Think about this for a moment. Which of these two personalities would you most identify with, and why?"

- B. Do not answer the question. Do not allow the group to expect you to guide the conversation further. If there is silence, don't panic! Let the group control itself. Share only as you are a part of the group, and not the Cell Leader.
- C. Prayerfully listen to each person's comments. If you feel the group needs to be guided further, do so by asking this second question: "Martha wanted Jesus' approval. She thought her cooking was the way to get it. Each of us have certain persons we look to for approval. It may be our wife or husband, our employer, and for most of us either our father or mother or both. Sometimes we have a lot of stress because there are people we want to please, but we cannot. Is that true for you, or has it been true in the past with someone?"
- D. As a special need is shared by someone in the group, ask: "Does anyone have a word from the Lord that would bring encouragement to (name)? Let's be prayerful for a moment and listen to the Lord speaking to us. Share from your heart what you sense the Lord is saying through you for him/her."
- E. Feel free to suggest the group pause to pray with/for any one of the members as the sharing takes place.

4. SHARE THE VISION TIME: (15 minutes)

The purpose of this period is to help the group think about unbelievers they know who should be cultivated and brought to the Lord. Ask each person to share in about one minute an unsaved person in their life who might be open to discussing how to become a Christian. Ask your Intern to close in prayer for these people.

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GUIDELINES FOR THE "SENIOR PASTOR" IN THE SIMULATION/GAME

Instructions: meet with the Zone Supervisor and the ZS Intern. The "Cell Group members" will be seated in an outside circle observing you. Ignore them as you role play a meeting between a Senior Pastor and the ZS/ZSI. Your task is to get an evaluation from them of the recent Cell Group meeting they attended. Discuss together the following questions:

CELL GROUP MEETING EVALUATION

How many attended the Cell Group?

How would you rate the Ice Breaker used?

How was the Worship? Did the group sense the presence of the Lord?

What was the topic discussed? (Spend time going through the events of the Edification time).

How effective was the Cell Leader in leading the discussion?

What were the most significant events in the meeting?

What weaknesses or problems did you see in the meeting?

Does this Cell Group really have a heart for reaching out, or are they rather content to just meet and not relate to unbelievers they know?

If so, what can we do to help them reach out?

What did you learn about this Cell Group that you did not know before?

What follow-up is needed?

How can you strengthen the Cell Leader? What does he/she need in terms of help from you? From me?

Close in prayer for those with special needs in the Cell Group.



A large, empty rectangular area for taking notes, bounded by a thin black line on the left and top, and a thick black bar at the top containing the text 'ADDITIONAL NOTES'.