

Growing as Witnesses

Small group training material
for disciples of Jesus Christ
to help one another bear fruit in the health field
for their Father's glory



The English version of the material is published by HCF International
Copyright © 2019 HCFI <https://www.hcfglobal.org/discipleship>



The original version of this material was developed in French
by Chrétiens Au Service de la Santé (CASS)
Copyright © 2017 CASS <https://www.cass-romandie.org/>

Saline Process materials incorporated into this material are copyright © IHS Global
<https://www.ihsglobal.org/>

Table of Contents

INTRODUCTION	8
Structure of a meeting: Three Parts	10
Part 1. Look Back: Celebration & Fellowship	10
Part 2. Look Up: Listening to God's Word.....	10
Part 3. Look Forward: Prayer and Sending	11
1. Lesson One: The Big Story.....	12
Part 1. Look Back: Celebration & Fellowship	12
Part 2. Look Up: Listening to God's Word.....	12
Part 3. Look Forward: Prayer and Sending	16
2. Lesson Two: Witnesses of God's love, called to be salt and light.....	17
Part 1. Look Back: Celebration & Fellowship	17
A. Thanksgiving	17
B. Challenges.....	17
C. Learning experiences	17
Part 2. Look Up: Listening to God's Word.....	17
Part 3. Look Forward: Prayer and Sending	20
3. Lesson Three: What I believe fundamentally determines my behaviour.....	21
Part 1. Look Back: Celebration & Fellowship	21
A. Thanksgiving	21
B. Challenges.....	21
C. Learning experiences	21
Part 2. Look Up: Listening to God's Word.....	21
Part 3. Look Forward: Prayer and Sending	25
4. Lesson Four: Your Kingdom come.....	26
Part 1. Look Back: Celebration & Fellowship	26
A. Thanksgiving	26
B. Challenges.....	26
C. Learning experiences	26
Part 2. Look Up: Listening to God's Word.....	26
Part 3. Look Forward: Prayer and Sending	28
5. Lesson Five: Thank You, Lord, it's Monday!.....	30
Part 1. Look Back: Celebration & Fellowship	30
A. Thanksgiving	30
B. Challenges.....	30

C. Learning experiences	30
Part 2. Look Up: Listening to God's Word.....	30
Part 3. Look Forward: Prayer and Sending	33
6. Lesson Six: Being a witness within a process... ..	34
Part 1. Look Back: Celebration & Fellowship	34
A. Thanksgiving	34
B. Challenges.....	34
C. Learning experiences	34
Part 2. Look Up: Listening to God's Word.....	34
Part 3. Look Forward: Prayer and Sending	37
7. Lesson Seven: Are you healthy?	38
Part 1. Look Back: Celebration & Fellowship	38
A. Thanksgiving	38
B. Challenges.....	38
C. Learning experiences	38
Part 2. Look Up: Listening to God's Word.....	38
Part 3. Look Forward: Prayer and Sending	41
8. Lesson Eight: Good News, God is already at work... ..	42
Part 1. Look Back: Celebration & Fellowship	42
A. Thanksgiving	42
B. Challenges.....	42
C. Learning experiences	42
Part 2. Look Up: Listening to God's Word.....	42
Part 3. Look Forward: Prayer and Sending	45
9. Lesson Nine: Barriers in me and in my neighbour... ..	46
Part 1. Look Back: Celebration & Fellowship	46
A. Thanksgiving	46
B. Challenges.....	46
C. Learning experiences	46
Part 2. Look Up: Listening to God's Word.....	46
Part 3. Look Forward: Prayer and Sending	50
10. Lesson Ten: What is my role?	52
Part 1. Look Back: Celebration & Fellowship	52
A. Thanksgiving	52
B. Challenges.....	52

C. Learning experiences	52
Part 2. Look Up: Listening to God's Word.....	52
Part 3. Look Forward: Prayer and Sending	54
11. Lesson Eleven: How can I influence the people around me?	57
Part 1. Look Back: Celebration & Fellowship	57
A. Thanksgiving	57
B. Challenges.....	57
C. Learning experiences	57
Part 2. Look Up: Listening to God's Word.....	57
Part 3. Look Forward: Prayer and Sending	61
12. Lesson Twelve: The most important tool, Prayer	62
Part 1. Look Back: Celebration & Fellowship	62
A. Thanksgiving	62
B. Challenges.....	62
C. Learning experiences	62
Part 2. Look Up: Listening to God's Word.....	62
1 ST TOOL: PRAYER.....	63
Part 3. Look Forward: Prayer and Sending	66
13. Lesson Thirteen: Love your neighbour!	67
Part 1. Look Back: Celebration & Fellowship	67
A. Thanksgiving	67
B. Challenges.....	67
C. Learning experiences	67
Part 2. Look Up: Listening to God's Word.....	67
2 ND TOOL: QUESTIONS	68
3 RD TOOL: THE SPIRITUAL HISTORY	69
Part 3. Look Forward: Prayer and Sending	70
14. Lesson Fourteen: Join your neighbour right where he is! (Part 1)	72
Part 1. Look Back: Celebration & Fellowship	72
A. Thanksgiving	72
B. Challenges.....	72
C. Learning experiences	72
Part 2. Look Up: Listening to God's Word.....	72
4 TH TOOL: FAITH FLAGS	73
5 TH TOOL: FAITH STORIES	74

6 TH TOOL: TRUTH PRESCRIPTIONS	74
Part 3. Look Forward: Prayer and Sending	74
15. Lesson Fifteen: Join your neighbour right where he is! (Part 2).....	76
Part 1. Look Back: Celebration & Fellowship	76
A. Thanksgiving	76
B. Challenges.....	76
C. Learning experiences	76
Part 2. Look Up: Listening to God's Word.....	76
7 TH TOOL: GOSPEL PRESENTATION	77
Part 3. Look Forward: Prayer and Sending	81
16. Lesson Sixteen: Work as a team!	82
Part 1. Look Back: Celebration & Fellowship	82
A. Thanksgiving	82
B. Challenges.....	82
C. Learning experiences	82
Part 2. Look Up: Listening to God's Word.....	82
8 TH TOOL: SPIRITUAL REFERRAL TEAM.....	83
Part 3. Look Forward: Prayer and Sending	84
17. Lesson Seventeen: Be doers and not hearers only!.....	85
Part 1. Look Back: Celebration & Fellowship	85
A. Thanksgiving	85
B. Challenges.....	85
C. Learning experiences	85
Part 2. Look Up: Listening to God's Word.....	85
Part 3. Look Forward: Prayer and Sending	86
18. Lesson Eighteen: The domino effect or the principle of multiplication	88
Part 1. Look Back: Celebration & Fellowship	88
A. Thanksgiving	88
B. Challenges.....	88
C. Learning experiences	88
Part 2. Look Up: Listening to God's Word.....	88
Part 3. Look Forward: Prayer and Sending	90
POSTSCRIPT TO "GROWING AS WITNESSES"	91
Addendum: He lived among us.....	92
Addendum: Engel Scale and Growing as a Witness.....	93

Addendum: One-Verse Evangelism 94

Addendum: Discovery Group Questions..... 95

INTRODUCTION

It is with great joy that we invite you to this phase of your learning experience to be a fruitful witness of Jesus Christ in the health field.

The objective of the 18 lessons in this booklet is not only to pass on knowledge, but to bring us into a deeper relationship with God. As we discover His heart, we are inspired to let our lives be transformed by Him and thus reflect His love more and more wherever He has placed us.

The first lesson explains the “Why?” and the remainder of the lessons explain the “How”.

The goal? To become a network / community of participants and partners with Jesus Christ to impact our health system for His glory!

Are you ready to start this exciting journey of transformation?

From the “Saline Process”¹ training to “Growing as Witnesses”

“Saline Process” is a partnership of ten organizations who are committed to the call of God to fulfil the Great Commission around the Saline Process training program which aims to equip healthcare workers to be witnesses in their workplace. Because the principles found in the course are universal principles of the Kingdom of God, it has been translated into numerous languages and taught in very diverse settings and cultures on the 5 continents. It is offered by IHS Global (International Health Services), an organization that is based in the United States. IHS Global works in partnership with a dozen health-related Christian organizations.²

The “Saline Process” does not teach us to do more, but rather that we should allow God to work in us and through us. It is learning how to let what He put into our hearts, spring forth without striving to work more.

The “Saline Process” training is an excellent way to bring about a new awareness of how to live our faith in our workplace. It is an intensive and interactive training, which results in rich sharing and many helpful insights.

Many who have followed the “Saline Process” training have expressed the desire to continue learning about being a witness in the health field. “Growing as Witnesses” was developed to meet this need in a small group context under the guidance of a small group facilitator.

¹ Copyright © IHS Global <https://www.ihsglobal.org/>

² Christian Medical and Dental Association Australia, Christian Medical Fellowship UK, Evangelical Medical Fellowship of India, Healthcare Christian Fellowship International, Health Outreach to the Middle East, International Christian Medical and Dental Association, KOMT Hungary, Nurses Christian Fellowship International, Ukraine Medical Outreach

“Growing as Witnesses” is a supplement to the “Saline Process”

Through the “Growing as Witnesses” training:

- We are looking for God-worked transformation instead of providing just another theoretical training.
- We are committed to becoming “learners/apprentices” and not just “students”. For this, each participant needs to make a choice to be committed to a process of personal transformation.
- In the framework of a small group (3-5 persons maximum) we learn to be accountable and honest throughout the joint learning process.
- Our desire is to use small groups that will be less complicated to put together and that offer a more intimate context to be real with each other and grow together.

Requirements for starting a group

The small group facilitator:

- should have completed the "Saline Process" training or is planning to do so soon
- is encouraged to find 2 to 4 people who are thirsty for God and who are committed to serving Him better in their workplace

Preparation and role of the facilitator

The small group facilitator should:

- familiarize himself/herself with the content beforehand
- carry the whole process in prayer
- show others how to obey Jesus by being an example so that they can grow in love and obedience to God
- facilitate discussion in the group (to motivate and supervise participation and time) or bring the conversation back to the theme of the day.

A few points to help in leading a group

- Involve everyone, even the shyest, without making them feel uncomfortable. This can be done by inviting them to read a passage aloud, or by asking their opinion.
- Avoid any discussion or debate on potentially divisive subjects of theology, controversy and denominational issues. ***“In Essentials Unity, in Non-Essentials Liberty, in all things Charity.”*** Rupertus Meldenius, 1626.³
- To deal tactfully with people who tend to monopolize the conversation:
 - Interrupt the person by thanking them for sharing and return to the training process or the theme of the day (referring to the time frame, for example).

³ <https://www.ligonier.org/learn/articles/essentials-unity-non-essentials-liberty-all-things/> ;
https://en.wikipedia.org/wiki/Rupertus_Meldenius

- If the input is constructive and in line with the theme, ask others what they think to turn the monologue into a discussion again.

Facilitating a group is a skill that develops gradually. During the series of meetings, you will become more confident and proficient.

Frequency of meetings

- Over a nine months period: one meeting every two weeks
- Over a four months period: one meeting every week

Once a week or once every two weeks is usually adequate in most cases. A longer period between two meetings will result in less impact in transformation and multiplication.

Structure of a meeting: Three Parts

The meeting is divided into 3 equal parts of about 30 to 40 minutes each (Three thirds approach). Depending on the number of participants, the meetings ought to last one-and-a-half to two hours.

Every part is important! Make sure that the time allotted to the third part is not "eaten up" by the previous two.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving: Do you have something you would like to thank the Lord for? What good things have happened this week?

Each member of the group has an opportunity to share.

B. Challenges: From Lesson 2 onward: What have been your challenges since the last meeting?

After one person has shared, 1-2 members of the group pray for him/her.

C. Learning experiences: From Lesson 2 onward: What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

These questions help participants to learn how to be accountable to one another. Without accountability, no transformation.

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word: *including the next point (F)* The contents of this section differs in each lesson and are listed where appropriate.

Ask God to lead us by His Spirit. After reading the objectives of the meeting, read the Bible verses prayerfully. Do this several times. Write down everything that touches your heart at the first reading. Be sensitive to what God wants to tell you. The Holy Spirit wants to guide you and He will make the Word of God alive and applicable to your life.

F. What do I learn about God / His ways / Jesus / human beings / myself?

Each one writes down his/her answers before sharing with the rest of the group (that is, if it is something the participant feels free to share in the group).

G. Input by the facilitator

H. Questions to reflect on:

Take time to reflect and then to share your answers to the questions with one another. Keep in mind that the main purpose of the meeting is to discover what God says about loving Him and loving others, as well as about fulfilling the Great Commission to make disciples.

Part 3. Look Forward: Prayer and Sending

I. Vision of multiplication and plan for application:

The facilitator reminds participants about the importance of loving God, of loving their neighbours and of making disciples who in turn make disciples of Jesus Christ. Without the vision of multiplication, the group will fall into the trap of becoming focused only on itself.

Each participant to share

- at least one specific action step that they will take before the next meeting
- the names of three persons who are not yet believers. The names of these three persons are decided upon during the first meeting and the group consistently keeps on praying for them – they are the VIPs of this group.
- how they intend to be witnesses of Jesus Christ in family, church, work and neighbourhood

J. Sending: 5 MIN

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

1. Lesson One: The Big Story

Objectives of the meeting:

- To understand the Big Story of God's involvement in the history of the universe
- To understand the key elements of the Big Story
- To understand why Salt and Light are so important

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

From Lesson 2 onward: What have been your challenges since the last meeting?

C. Learning experiences

From Lesson 2 onward: What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

Genesis 1:1-31

Genesis 2:15-17

F. What do I learn about God / His ways / Jesus / human beings / myself?

- God created everything good and perfect. He is the one who gives life.
- He created human being in His own image, both man and woman.
- God created by adding and ordering what He had added
- The relationship between humans and God was excellent. So was the relationship between human beings.
- He gave to mankind the mandate of multiplication and of being stewards of His creation.
- God let humans free through giving the choice of trusting Him (not to eat the fruit from the tree of knowledge of good and evil) or not.
- God created in a step by step process and He finishes what He started
- What God does, He does well

Personal Notes

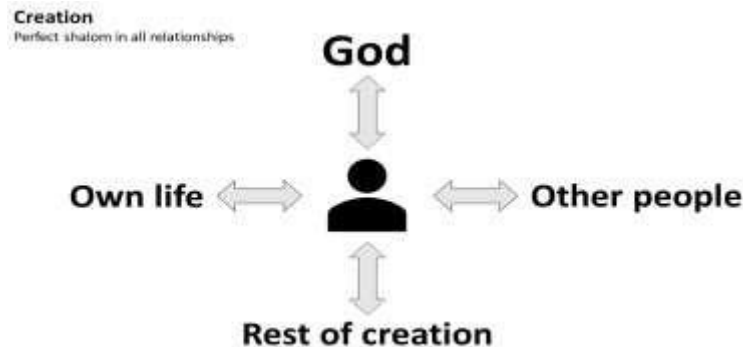
G. Input by the facilitator

The Big Picture Story is the Good News as God shares it with us in the whole Bible. It begins with His glorious work of creation. Then it moves on to the greatest disaster in human history: our Rebellion. The next major element in the Big Picture Story is when Jesus Christ came to reconcile all things to God through His suffering, death, burial, resurrection and ascension. We now live in this period of history which will last till the Second Coming of Jesus Christ. After that will follow the fourth and final element in the Big Picture Story, the Consummation when God's original plan will be fully and finally implemented.

G.1 Creation (Genesis 1 and 2)

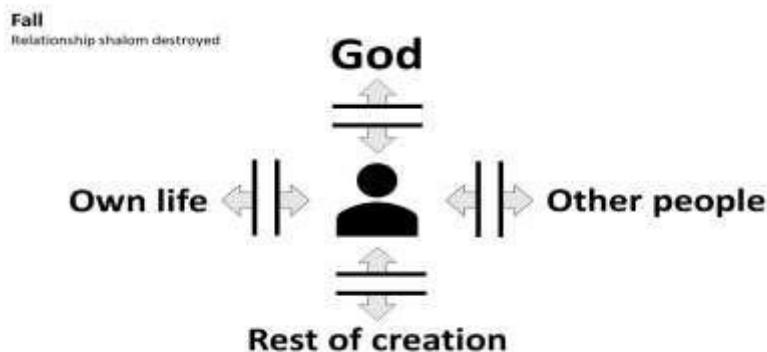
When God created the world and all that is in it, He declared it to be good, very good. There was perfect shalom in all relationships between God, man, and the rest of creation. The illustration below shows that there was open communication and relationship in all areas, full of His love and peace (shalom).

Genesis 1:31



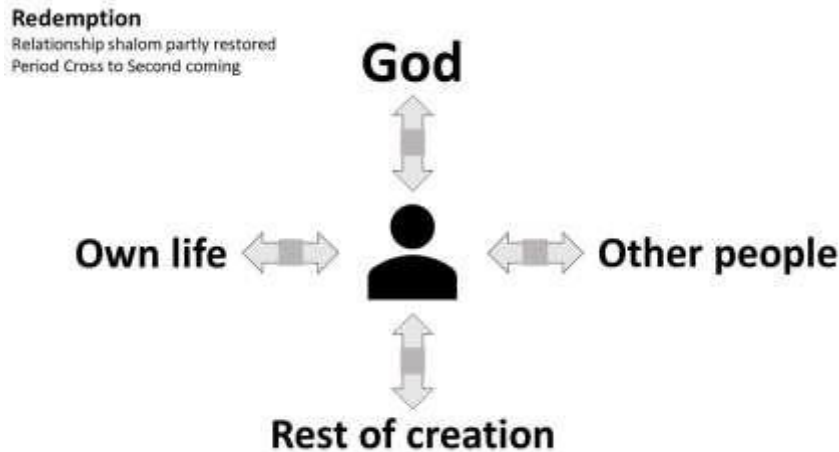
G.2 Fall (Genesis 3)

Tragedy struck when Adam and Eve acted in disobedience and rebellion against God. All relationships were damaged, destroyed, distorted. Shalom disappeared. Decay and darkness ruled. Suffering, disease, and death came.



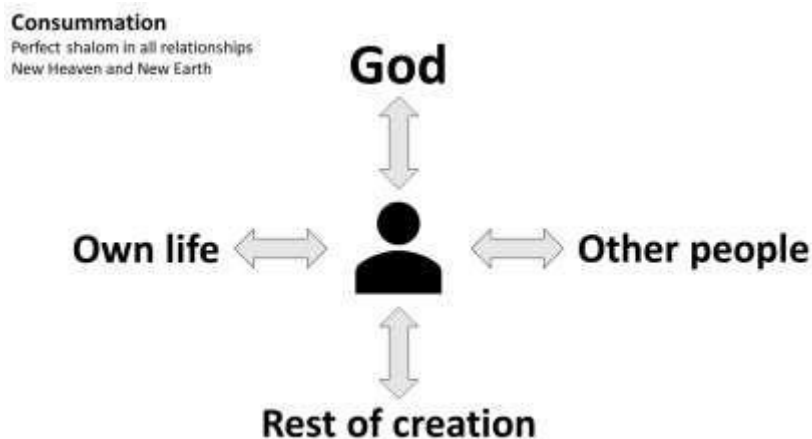
G.3 Redemption (Isaiah 53:4-5, Colossians 1:21-23, 2 Corinthians 5:17-21, Romans 8:22-23)

God Himself provided the solution for our need through Jesus Christ. He, being innocent, died on the Cross, bearing the full punishment of the wrath of God on our transgressions. The immediate result of the finished work of Jesus Christ on the Cross: Partial restoration of shalom in all relationships become possible. In our broken world, we now have the privilege of being co-workers of God for the coming of His kingdom on earth. Complete restoration will only become a reality after the Second Coming of Jesus Christ.



G.4 Consummation (1 Thessalonians 4:14-17, Revelation 21:1-5)

The ultimate result of the work of Jesus Christ on the Cross, His burial, His resurrection, His ascension and His current enthronement at the right hand of His Father: Our transformation processes start right now in this life and will one day end in perfect shalom in all relationships in the New Heaven and the New Earth. This time it will be forever!



H. Questions to reflect on

Q1. Name some of the characteristics of the relationships after creation before our Rebellion:

- Between God and man

- Between human beings

- Within human beings (relationship with self)

- Between human beings and the rest of creation

Q2. How did our Rebellion affect all relationships?

- Between God and man

- Between human beings

- Within human beings (relationship with self)

- Between human beings and the rest of creation

Q3. What becomes possible after the victory of Jesus Christ on the Cross in relationships:

- Between God and man

- Between human beings

- Within human beings (relationship with self)

- Between human beings and the rest of creation

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

What has the Lord highlighted in my life today in relation to the Big Picture Story?

What is He asking me to do?

Which point do I commit to put into practice?

Share within the group and pray for each one to be able to put it into practice and thus keep their commitment.

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

2. Lesson Two: Witnesses of God's love, called to be salt and light

Objectives of the meeting:

- To understand that before we can be a witness of the love of God, we first must experience His salvation and His love in our own lives
- To be able to explain what it means to be salt and light in my workplace
- To commit to build relationships with permission, sensitivity and respect

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

Acts 1:8

Matthew 5:13-16

Philippians 2:15

1 Peter 3:15-16a

F. What do I learn about God / His ways / Jesus / human beings / myself?

- He lives in my life.
- He is with me in all situations.
- His life in me is poured out by His Spirit.
- His Spirit lives in me.
- It is He who makes me to be a witness, salt and light.
- God wants to reach the world around me through me.

- God wants me to be spiritually healthy and free.
- God wants me to be spiritually fruitful.
-

Personal Notes

G. Input by the facilitator

In the previous study we discovered the Big Story of Creation, Fall, Redemption and Consummation. It is our privilege and calling to bear witness to this Good News from God. A witness is somebody (identity, who we are) who has a message (what we demonstrate and declare).

G.1 What is a witness?

According to Webster's Dictionary of the English Language the meaning of 'witness' is:

- A person who has observed a certain event
- A person who testifies to this observation
- An authentication of a fact, testimony
- Public affirmation of the truths of a religious faith (in word and/or deed)

According to New Testament Greek, the meaning of 'witness' is:⁴

- New Testament Greek = martys (noun): A witness
- New Testament Greek = martyromai and martyreo (verb): Testify, bear witness, affirm; bear witness to the Lord – see Acts 23:11

In summary: a witness is someone who bears reliable testimony about the facts of what happened.

G.2 What does it mean to be Salt and Light?

"You are the salt of the earth. But if the salt loses its saltiness, how can it be made salty again? It is no longer good for anything, except to be thrown out and trampled underfoot."

"You are the light of the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven." (Matthew 5:13-16, New International Version⁵)

⁴ The Dictionary of New Testament Theology, volume 3 pages 1038 onwards

⁵ <https://www.biblehub.com/niv/matthew/5.htm>

You are the salt of the earth; You are the light of the world. These are not options or questions, they are assertions!

“Those are powerful metaphors. **Salt is a preservative** that works only when it penetrates food and it becomes useless when contaminated by other chemical substances. **It must remain pure** to do its job.

Jesus says that Christians, likewise, **must penetrate society** while keeping themselves from being influenced by sin in the world. Similarly, **light penetrates darkness**. To know the truth and fail to stand for it, Jesus says, is as senseless as lighting a lamp and putting it under a basket.

In other words, we don't just live out our faith inside the walls of our churches and of our homes. We're not to be of the world, but we're to be in the world. We're citizens of an earthly kingdom as well as a heavenly one. Citizens participate in the culture...” (from Focus on the Family website⁶)

Each one of us has this special status as an ambassador of Heaven on Earth, a representative of Christ in this world, 2 Corinthians 5:20.

Examples:

- Because love guides your actions, as was the case with Jesus, your neighbours are challenged.
- Because the life of God fills you, your colleagues wonder.
- Because you respond to evil with good and to slander with forgiveness, this world receives the living testimony of the reality of Jesus in your life.
- Because you bless others and seek to flourish where God places you.

1 Peter 3:15 But in your hearts honour Christ the Lord as holy, always being prepared to give an answer to anyone who asks you for a reason for the hope that is in you; yet do it with gentleness and respect.

Permission, Respect, Sensitivity!

When we approach someone, no matter who it may be, and especially as healthcare workers healthcare workers, we must always do it with permission, respect, sensitivity.

- Jesus never seized unauthorized power in relationships
- Jesus never misused power and/or authority in relationships

H. Questions to reflect on

Q1. What does it mean to be a witness? And of what are you a witness?

It is important here to stop and perhaps give a short testimony of what Christ has done in your life! Talk about your encounter with Jesus! 3 minutes per person, not more! (1 minute on what preceded the encounter, 1 minute on the encounter itself, and 1 minute on what it changed).

Q2. What does or would salt and light (being a follower of Jesus) look like in your healthcare setting?

⁶ <https://www.focusonthefamily.com/socialissues/understanding-the-issues/biblical-citizenship/salt-and-light>

Q3. Are you willing to be noticed as a disciple of Jesus in your workplace or do you prefer to stay hidden? Matthew 5:15 One does not light a lamp to put it under a bushel.

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

What has the Lord highlighted in my life today in relation to "being a witness"?

What is He asking me to do?

Which point do I commit to put into practice?

Share within the group and pray for each one to be able to put it into practice and thus keep their commitment.

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

3. Lesson Three: What I believe fundamentally determines my behaviour

Objectives of the meeting:

- To understand why it is so important in God's sight to know what we believe and why we believe it
- To understand how our Root Beliefs influence our behaviour
- To provide space for the Holy Spirit to highlight the false beliefs that need to be changed in our lives

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

Acts 11:1-18

F. What do I learn about God / His ways / Jesus / human beings / myself?

- God reveals himself through vision.
- He prepares his servant Peter to change his way of thinking.
- He coordinates the events:
 - the angel who appeared to Cornelius
 - a vision for Peter
 - the arrival of 3 men from the house of Cornelius
- He leads, reassures (v. 12) by the words of His Holy Spirit.

- The heart of God: that people would be saved! (v. 14)
- He no longer differentiates between Jews and non-Jews; salvation and the gift of His Spirit are for all.

Personal Notes

G. Input by the facilitator

Introduce this part of the session with the question:

Q1. What do you actually do about sharing the Gospel?

Jesus tells us in Matthew 15:18-19 that what comes out of the mouth (i.e. behaviour) comes from the heart, the heart being often seen in the Bible as the centre of our inner life: the soul, the intellect, the thoughts, the will, the character, ...

Often, we try to treat the behaviour or deal with its consequences, but don't consider its deep causes.

If our life was a tree, we could illustrate it as follows:

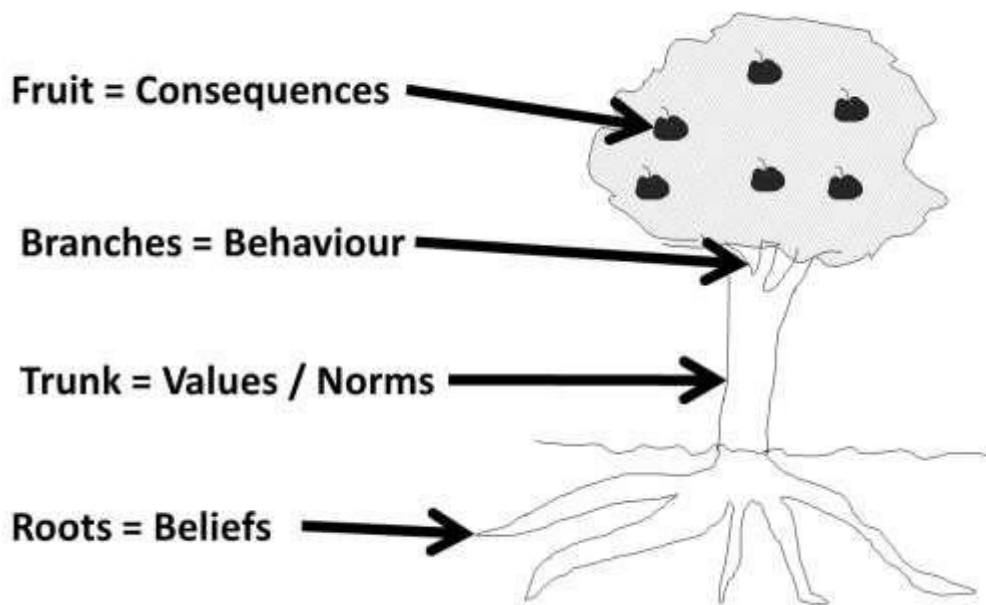
Roots = Root Beliefs--> They're hidden, not visible, yet they feed the whole tree. They always have an impact, whether we are aware of it or not.

Trunk = values--> Our values stem from our beliefs.

And it is on them that our behaviour will be based because we act according to our values.

Branches = visible behaviour

Fruits = the consequences of these behaviours.



Let us take a concrete example:

Deep belief: My body belongs to me, I can do with it what I want.

Value: Personal freedom.

Behaviour: Multiple sexual partners, infidelity in marriage, ...

Consequences: Unwanted pregnancy, Sexually Transmitted Diseases (STD), divorce, ...

Our society will often try to tackle the consequences, the fruit of our actions, without seeking to solve the problem at a deeper level. But we can try as much as we want to cut the fruits or the branches, sooner or later, they will grow back if we do not deal with the problem at the root, where our beliefs lie.

In our lives, some beliefs can be good and others bad, even among Christians. These false beliefs are lies that the enemy has sown in our lives through society, false teachings, wounds, our family culture, etc. Therefore, we need the Holy Spirit to enlighten us "in depth" to unmask them and replace them with the truth.

This is what Paul invites us to in Romans 12:2 "Do not conform to the pattern of this world but **be transformed** by the renewing of your mind. Then you will be able to test and approve what God's will is - his good, pleasing and perfect will."

The words '**be transformed**' in New Testament Greek is "metamorphoo". Webster's dictionary defines the word "metamorphosis" as "a striking change of appearance, character, form, etc."⁷ This is what God desires for our lives, that we more and more resemble Christ. But for that, He does not want us to fight against one behaviour or another in our own strength, because He knows that it will come back to the surface sooner or later, or it will generate religiosity and legalism.

What God desires is repentance. The Greek word for repentance in the New Testament is 'metanoeo' which means "a change of thought/thinking leading to a change of behaviour".

⁷ Webster's Dictionary, Deluxe Encyclopedic Edition, Lexicon Publications; New York; 1987; p.627.

Because He knows that if our thinking and our beliefs align with His, then our behaviour will change automatically. The transformation comes from the inside out.

Let us go back to Acts 11:1-18 and study a concrete example in the life of Peter.

What Root Beliefs did Peter have – before the vision he received – as well as the values, behaviours and consequences that this could bring?

Root Beliefs: Some men are unclean, God loves only Israel.

Values: Legalistic holiness, religious elitism.

Holiness here is not seen only as a positive value. It is seen as withdrawal from society in order not to be stained by the rest of the world. Here we speak of the wrong values Peter had under the influence of a legalistic reinterpretation of the Torah even though it actually said from the beginning that Israel should become a blessing to the nations, Exodus 19:6. But Peter believed that only the Jews could be saved, and it is a form of elitism.

Behaviours: Religious discrimination, and protectionism, fear of other beliefs and nations, refusing to mix with other cultures.

Consequences: The sharing of the Gospel was limited to the Jews.

What did the vision of the "tablecloth" change in his beliefs, values, behaviour? What were the consequences?

The change in thinking and behaviour is noted by comparing Acts 10:14 and Acts 11:2-3.

But Peter said: No, Lord, for I have never eaten anything defiled or unclean.

And when Peter went up to Jerusalem, the circumcised believers reproached him, saying: "You went into the house of the uncircumcised men and ate with them".

Root Beliefs: God loves and desires to save the whole world, both Jews and non-Jews.

Values: Universality of the Gospel

Behaviours: Went to a non-Jew, an "uncircumcised", ate with him and shared the Good News of salvation in Jesus with him.

Consequences: Cornelius and his whole house believed, were filled with the Holy Spirit, and then were baptized.

The other Jewish brothers reprimanded Peter for his behaviour.

The Gospel would be preached beyond Israel to the ends of the earth.

What should we do with false beliefs?

Recognize them - Refuse the lies – Repent – Ask forgiveness - Replace them with truth.

H. Questions to reflect on

Q1. What is your individual behaviour when it comes to sharing the gospel?

Question posed in the Introduction

Q2. Are you able to identify the deep values and beliefs that explain your behaviour?

Part 3. Look Forward: Prayer and Sending

I. Application

As a group, pray that God will reveal the false beliefs that are held, and that He replace them with His truth. To change, it is not a matter of "doing", but of letting oneself be touched by God.

Follow the guidelines in in "Structure of a meeting"

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

4. Lesson Four: Your Kingdom come...

What is the Kingdom of God and how can it grow?

Objectives of the meeting:

- To understand that the Kingdom of God is something that is spoken about to us throughout the Bible.
- That God's plan is much bigger than my own life.
- That the ultimate goal of our God is that His kingdom be embodied in the lives of His children in such a way that it brings a transformation in society.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

Genesis 1:26-28

Exodus 19:6

Romans 14:17

F. What do I learn about God / His ways / Jesus / human beings / myself?

- God is the creator.
- He is sovereign.
- He wants us to represent Him on Earth.

- He seeks to work together with human beings.
- He sets people free to continue His work on Earth.
- He sends us out and trusts us.
- He gives us His authority.
- ...

Personal Notes

G. Input by the facilitator

“In the beginning God created the heavens and the earth. Now the earth was formless and empty, darkness was over the surface of the deep, and the Spirit of God was hovering over the water”. Genesis 1:1-2

God begins to organize the chaos and fill the void by putting life into it. We see this throughout the 6 days of Creation in Genesis 1. God the Creator gives form and cohesion to His creation. In verse 28, it says: “God blessed them and said to them, ‘Be fruitful and increase in number; fill the earth and subdue it. Rule over the fish in the sea and the birds in the sky and over every living creature that moves on the ground.’”

God asks man to continue, at his level, this work of organization and cohesion in all areas of society and this in a collaboration between the Creator and His creation.

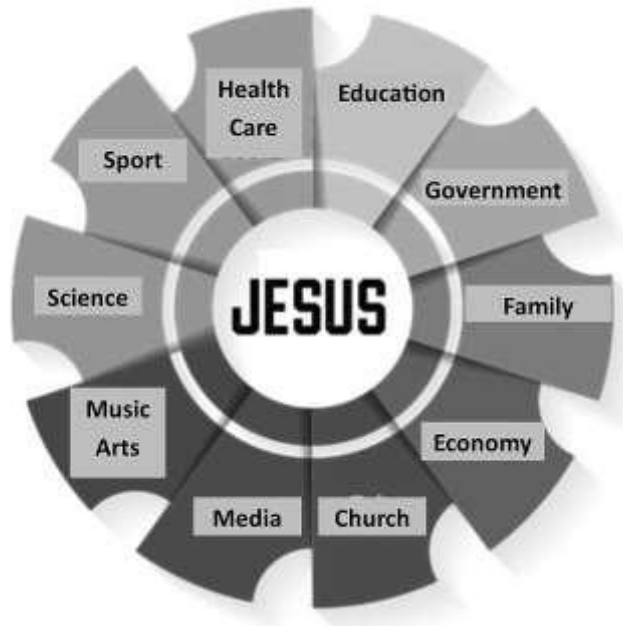
His people are reminded of this plan in Exodus 19:6 “But you, you will be for me a kingdom of priests, and a holy nation.”

No separation between the sacred and the secular! All to come under the rule of Jesus!

The Israelites were encouraged to become "a kingdom of priests" in all areas of society; that is, to be the representatives of God and thus allow the establishment of His Kingdom where he placed them.

In Jesus, we are a kingdom of priests in all areas of society! Therefore, when we pray...

“Our Father who is in heaven! Hallowed be Your name; Your kingdom come; Your will be done, on earth as it is in heaven” (Matthew 6:9-10) we pray that the characteristics of His reign (peace, cohesion, justice, joy and life, etc.) come upon the earth, in and through our lives, there where God calls us to be! (Romans 14:17)



8

H. Questions to reflect on

Q1. What areas of society does God want to impact through his children?

Q2. What would it look like if the Kingdom of God came in the health field?

- Sufficient staff, caring for the workers, a servant leadership, a global management of the patient (including spiritual)
- No discrimination (related to race, salary, etc.),
- Few conflicts among staff members or adequately managed conflicts,
- Integrity in relationships,
- No abortion or euthanasia.
- Opportunity to work with enjoyment rather than in fear,
- Collaboration with the local church in the overall care of the individual in a community vision.
- Mutual respect,
- Healthy lifestyles,
- Better management of resources, personnel, finances, medicine, equipment, etc.

Part 3. Look Forward: Prayer and Sending

I. Application

⁸ Adapted from an infographic found in the CASS training materials

Follow the guidelines in in "Structure of a meeting"

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

5. Lesson Five: Thank You, Lord, it's Monday!

MY RELATIONSHIP WITH MY WORK

Objectives of the meeting:

- To understand and discern the effects of dualism in my life.
- To understand the biblical vision of work and its practical implications in my daily life.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

To work in a group

Genesis 2:1-15

F. What do I learn about God / His ways / Jesus / human beings / myself?

- He wants to work with me.
- He is a God who loves beauty.
- He stops to contemplate His work.
- He wants me to take care of what He has entrusted to me.
- He trusts me.
- He has a different vision than I do.
- He has a global worldview

- He entrusted the work to man before our Rebellion.
- His intention is that we can live from our work and our investment.
- He knows me and knows what I am capable of!
- ...

Personal Notes

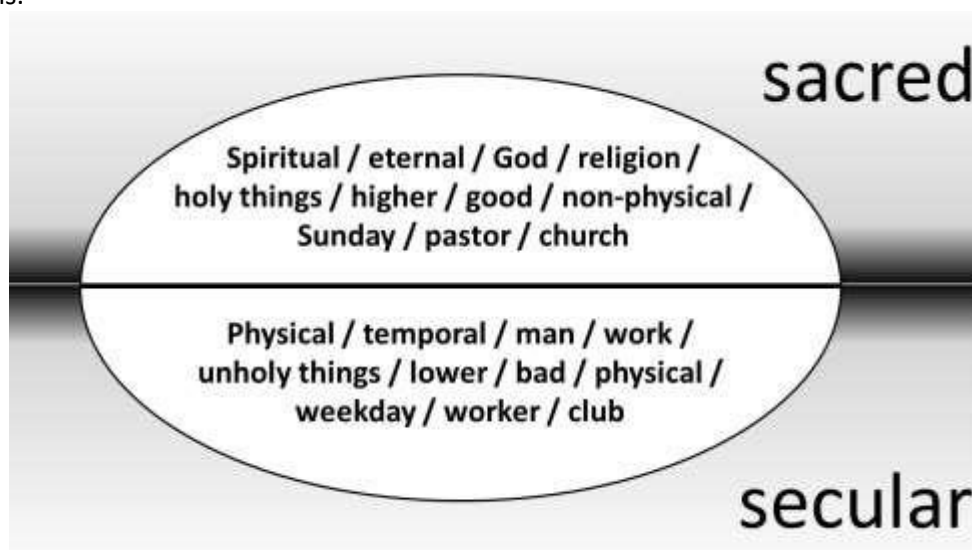
G. Input by the facilitator

In response to the increasing influence of the secular world view within our society, the Church has abandoned a Biblical world view for a "Christian" version, which divides the universe into two realms. First, the spiritual realm, which is sacred, good and holy and second, the physical realm, which is secular, less good and inferior. Sadly, that has affected our view of work because work is now placed in the physical and thus inferior realm.

The first manifestation of this dualistic thinking among Christians is the desire for a "higher calling". According to this mentality, it is more spiritual to "get out" of the secular sphere (our work) and to go into the sacred sphere in order to become a "full-time worker for the Lord". The consequence is that in fact we consider ourselves "part-time Christians" because only part of our lives is in the sacred realm.

The second manifestation is that our work has become essentially a necessary evil in order to allow us to earn our income. Often, even, we think that work is a direct product of our Rebellion.

This sacred – secular split divides Christian life and work from each other and from their Biblical foundations.



In contrast to this, the Biblical view of work, which clarifies the ultimate goal of work: to advance the Kingdom of God in collaboration with the King, moving from darkness to light!



No separation between the sacred and the secular but a conflict between light and darkness.

The above two illustrations have been inspired by and adapted from “Worldview Matters” website of Dr Christian Overman.⁹

We as witnesses have the glorious privilege of being salt and light and of bringing the impact of salt and light to bear on the health field.

If we want to "connect" again to God's vision of work in order to be free:

Genesis 2:15 “The Lord God took the man and placed him in the garden of Eden to cultivate it and to keep it” (reading context: v. 1-15).

- Eden = "pleasure, delights".
- cultivate = work for another, serve.
- keep = take care, observe, celebrate.

1. Work becomes worship because through our work we serve God first and not ourselves.

2. Work then becomes service for our neighbour.

3. Work becomes a good stewardship of our areas of responsibility (e.g., practicing justice, being a person of peace, providing solutions to the problems encountered, having a proper management of resources - material, finances, etc.)-see previous meeting.

⁹ <https://biblicalworldviewmatters.blogspot.com/2011/07/to-reconcile-not-only-people-but-things.html>



When we go to work, we come in the authority and power of Jesus Christ to demonstrate the fruit of the Spirit and to seek the Kingdom of God first, a kingdom of love and justice.

H. Questions to reflect on

- Q1.** Is the biblical vision of work (worship, service, management) a new concept for me?
- Q2.** What does this vision generate in me?
- Q3.** Are there things that I need to change?
- Q4.** What are they?

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

6. Lesson Six: Being a witness within a process...

Objectives of the meeting:

- Understanding that coming to Christ is a process that includes many steps.
- Realizing the importance of "preparing the soil".
- Understanding that God involves several people throughout the process.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

1 Corinthians 3: 6-9a

John 4: 36-38

F. What do I learn about God / His ways / Jesus / human beings / myself?

- God desires teamwork and assigns different tasks to each one.
- He is the one who generates growth. He has control over the process of growth, of life. So he has the responsibility for the result.
- It is God who sends to harvest.
- He has no preference between the one who sows and the one who reaps. His purpose is that they rejoice together.
- He is the one who rewards, who gives a salary according to the work that is done, and not according to the result.
- He wants to collaborate with us in this process ("co-workers with God").

G. Input by the facilitator

Often in our churches, the emphasis is on "reaping" or "harvesting souls". With this approach, the temptation is great in wanting to count our "trophies of evangelization". But God tells us through these texts that faith:

- is a step by step process.
- involves several people.
- but God remains the master of the growth process.

God wants all men to be saved. 1 Tim 2:4

Faith, a process ¹⁰

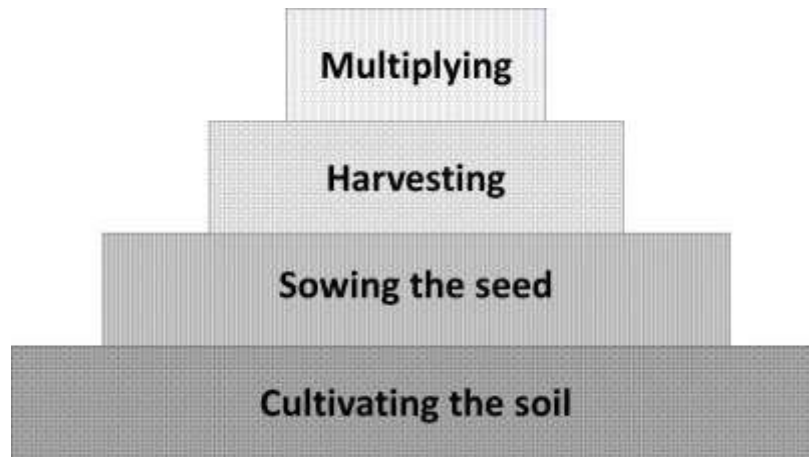
Coming to the Christian faith is therefore a continuation of small steps or decisions taken, as our Father draws people to Jesus step by step. Remembering that the people around us are all on a faith journey and learning to discern where they are, allows us:

1. To be involved in the work that God is doing, knowing how to bring others progressively closer to Jesus.
2. To act according to where the other is in that process.

If we continue to draw parallels with the agricultural world, we can divide this process into several stages and illustrate it as follows:

- **Cultivating** the soil takes up the largest part of the pyramid. That is the base on which the rest of the process stands. To prepare the soil is to remove the stones, the obstacles, to pull out the weeds. Then it is necessary to plough and turn the soil. This is where the work is the longest, the hardest, without many visible results; but it is the indispensable step so that the seeds can be sown and take root.
- **Sowing** the seed represents a smaller part of the pyramid. That is where we sow the seed of the Kingdom of God in word and deed. We take care of the crop that is slowly growing as we keep on building relationships.
- **Harvesting**: people are brought into personal relationship with the King of the Kingdom of God.
- **Multiplying**: when we help the person to be able to invest in someone else's life (intentionally multiplying disciples).

¹⁰ Adapted from the Cultivating, Sowing, Harvesting triangle found on page 56 of the Saline Process Trainers Manual Copyright © IHS Global. Note we have added a fourth element, Multiplication, as it is described in the modified Engel Scale found on page 2 of the Saline Process Participants Workbook Copyright © IHS Global



It is God who is the Lord of the harvest and the process of growth.

Partnership

When we talk about a process, it means that it takes time!

Things do not usually happen overnight. But what is amazing, is that God invites us to be part of this process: “We are God’s fellow workers”, 1Corinthians 3:9. What an honour!

Our role will therefore be:

- To journey together with the person in prayer and through building our relationship.
- To help them go through the different stages of the process one step at a time.

But we must remember that the process is not linear and that in the end, it is God who is the Lord of the harvest and He is in control over the growth processes.

God also tells us that we are not alone! The verses read before show us that one person sows and another harvests. God often uses more than two people in the process. We are thus simply one link in a chain to draw the person to Jesus. Our role will therefore be to do what Jesus asks of us, no more, no less!

Note: The most common opportunities we have at work or with those around us are those of cultivating the soil and sowing the seed. That is why we will take time to explore these two steps in more detail.

H. Questions to reflect on

Q1. How much time elapsed between the first time you heard about Jesus and the day you recognized Him as your Lord and Saviour? How many people were involved (prayer, camp, testimony, etc.)?

Q2. What does it change to know that faith is a process and that I am not the only person involved?

Q3. Discern at what stage your 3 VIP's are, and who else has been or is involved in this process.

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

What are you going to put into practice until next time?

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

7. Lesson Seven: Are you healthy?

The biblical view of health does not contradict science

Objectives of the meeting:

- Understand how God sees health and what healing means to him.
- Compare our own beliefs about "health" to His vision of things.
- Understand God's vision of health in order to be able to integrate it into my practice of care.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

Mark 5:25-34

F. What do I learn about God / His ways / Jesus / human beings / myself?

Jesus said: He who has seen me has seen the Father (Jn. 14:9)

- He listens.
- He understands beyond words.
- He is compassionate.
- He knows us in all our relational being.
- He meets our needs beyond our expectations.
- He does not answer the way we think.

- He loves us unconditionally.
- He does not look at us as unclean.
- He seeks to re-open all our paths to relationships.
- He desires our freedom.
- He is our Father.
- He wants to re-introduce us into our community of life.

G. Input by the facilitator

Activity

Take a few minutes to ask each participant what health is for him!

The WHO (World Health Organization) vision: "Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity."

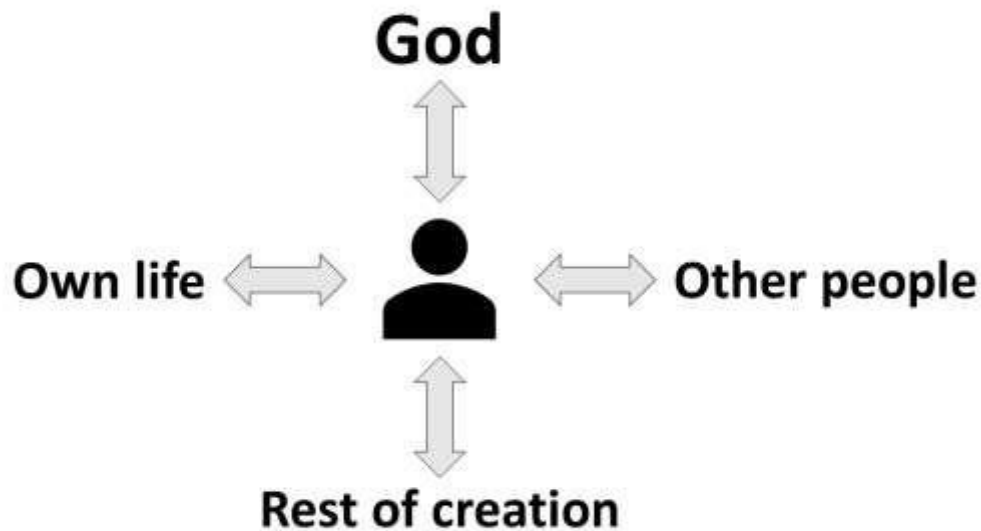
This definition raises several questions: ask the participants! "State of complete well-being" describes the way of being at a particular moment in time.

1. How is a "state" defined? The state can change from one moment to another or from one minute to the next.
2. What is well-being?
3. Who defines it? Me? Isn't that very subjective?

The Biblical view of health speaks to us about all four sets of relationships (as explained in the Big Story) and not about well-being! God is interested in our well-being, but it fits into the Big Story of His vision for human beings. And our transformation towards Christ-likeness and shalom comes about through relational processes that include repentance, renewal of our minds and multi-dimensional reconciliation.

The word "shalom" corresponds to God's view of health and means:

1. Peace, health, rest in the four dimensions of relationships. In short, shalom can be defined as comprehensive flourishing. "Shalom" is experienced first with God, then with myself, my neighbour and my environment.
2. Man's disobedience and rebellion against God has broken, by a domino effect, all other relationships.
3. In Jesus, the process of reconciliation and restoration is begun anew in all my relationships.



To be at peace in all my relations is to be at peace with God first, in a reconciled relationship with Him, in Jesus Christ. My other relationships will be in a healing process as well. Unity will produce health in the different parts of my whole being. A process of reconciliation, and therefore of health, is also started in the relationships with other people / my neighbour (forgiveness, communication...) and with my environment, through the stewardship of all the resources which the Lord entrusts to me.

H. Questions to reflect on

Q1. What do I learn about this woman's state of health in her four areas of relationships?

- With God

-Spiritual: Her relationship to God must have been totally cut off by the curse that weighed upon her (Lev. 15:25).

- With herself:

-Physical: Severe anaemia, great fatigue, sterility, other diseases directly related to her blood loss, etc.

-Psychologically: Loneliness, shame, disappointment, guilt.

- With others:

-Because of her illness, she had to be in total isolation... because everything she touched became unclean. If she were married, her husband could not come near her. In the culture at the time, sterility was also a cause of divorce.

- Stewardship of her resources:

-She had spent everything to try to get healed.

-Poverty.

Q2. How does Jesus go about "healing" her, restoring her in these 4 relational dimensions?

- First, by a physical healing.
 - Then he exposes her problem in the broad daylight to declare before witnesses that she is cured
--> psychological and social healing.
 - "My Daughter": this is the only time Jesus refers to a woman in this way.
- Jesus reintegrates her into a community relationship as a daughter of Abraham.
- Jesus re-opens her relationship with her Father in heaven!

Q3. What do I learn about the character of God?

If you have time, it would be interesting to come back to this question to see if your vision of the Father's heart has changed!

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

Choose a person you spend time with or take care of and ask the Holy Spirit to change your vision of things!

- Exercise the gift of discernment in order to "see beyond".
- Practice seeing him/her in a relational dimension according to the vision of the Father.
- What are you going to put into practice until next time?

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

8. Lesson Eight: Good News, God is already at work...

Objectives of the meeting:

- To understand that God is already at work in the lives of those around us.
- To realize that God wants to collaborate with us, especially in our workplace.
- To see opportunities in our work and to understand how privileged we are to be working in the health field.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

Isaiah 6:8

Ephesians 2:10

Mark 16:20

John 5:17-19

F. What do I learn about God / His ways / Jesus / human beings / myself?

- God created us with a purpose.
- He has a plan for our life, a destiny.
- In that plan, He has prepared actions that we can accomplish.
- He is looking for men and women to send out on a mission.

- He works with us; He wants to collaborate with us.
- He confirms His Word with miracles.
- It is already at work.
- Jesus did only what He saw His Father doing.
- ...

G. Input by the facilitator

Important points to remember:

1. God is already at work (Jn. 5:17)! He is at work in my own life, but also in the lives of everyone I meet: the people around me, colleagues, patients, etc. The proof is that He made our paths cross!
2. God has decided to make us participate in His work. The Almighty God desires to collaborate with us, limited and sinful beings. It is a great mystery, but also a great privilege!
3. He has prepared in advance good works for us to do (Ephesians 2:10).
4. But this collaboration is not imposed and remains a call: "Who will I send? Who will go for us?" (Isaiah 6:8). Like Isaiah, we have the choice to answer yes or no. It is important to underline that this call is not based on our abilities, but simply on the love God has for us.

And they went out and preached everywhere, the Lord working with them, and confirming the word with the miracles that accompanied it. (Mark 16:20)

"Working with" in this verse is the Greek word "Synergeo" ("syn" = with + "ergo" = work), from which comes the word "synergy". What God desires by collaborating with us is synergy, which is the combining of resources that reinforce each other to achieve a greater result than the sum of each individual part.

How can we collaborate with God?

- Learn to discern and listen to God's voice, to know Him – the intimacy we have with the Lord is what gives our testimony its quality.
- Discern where He is at work, what He is doing.
- Enter in a dependence on God by submitting to His thoughts, to His plan, and by fulfilling the part, He asks of me, even if I do not always understand why. It is up to me to enter into His plans, not for Him to enter into mine.

The perfect example, in terms of collaboration with the Father, is our Lord Jesus:

- He took the time to listen to His Father.

- He did not allow himself to be stressed by external elements.
- He remained submitted to the Father in all His actions, without taking personal initiative.

To collaborate with God is ultimately to go along with something that God has already initiated. Therefore, God does not expect us to do everything, but just the part that He directs us to do. He has not left us alone to fulfil our part, but has given us the Holy Spirit, who dwells in us, who is ultimately the active ingredient. Like the capsule of a medicine, we carry the Holy Spirit; He is the One who acts wherever we are.

Question: Do I let Him act through my life, or am I just a "placebo", lacking any active ingredient, because I try to do things in my own strength?

Being salt and light in our workplace, therefore, is to associate ourselves with what God is already doing.

Realising all this will make us see our work no longer as an obstacle, or a "necessary evil", but as opportunities to take hold of. Every time we meet a colleague, a client, a patient, it's a special appointment and we can ask ourselves:

- What is God doing?
- Why did God bring me to this person?

Knowing that God is at work in the lives of all whom we meet and that He has the overall view relieves us of an immense burden. What God asks of us is to be faithful (1 Corinthians 4:2) and to let Him be responsible for the results.

H. Questions to reflect on

Q1. If I consider my job as "a good work prepared in advance", what aspects of my work can be regarded as opportunities given by God to testify to the love of Jesus?

Generally speaking:

- We spend a lot of hours there every week, much more than at church.
- We are in contact with colleagues, patients, families on a regular basis and on a more or less long-term basis (for colleagues in any case). They see us live in joyful moments as well as in the most difficult moments.
- We spend time with people who are not necessarily believers, who may never go to church or read the Bible.

And for health professionals - the people we help:

- tell us what they would not tell anyone else;
- put their lives in our hands and trust us to do our best for them;
- are willing to make significant changes in their lifestyle due to our advice;
- share their personal problems and speak openly;

- give us a lot of credit before we even deserve it;
- come to us, not the other way around.

Here are two quotes from Francis Grim (founder of Healthcare Christian Fellowship International):

***When you are healthy, you look out horizontally,
but if you are sick and lying down, you look up vertically to God...***

***Every week, more people walk through the doors of hospitals
than through the doors of churches.***

Note: it is not a question of exploiting the vulnerability of our patients, but of recognizing that through our health professions, God gives us even more opportunities. We should consider this a sacred privilege and responsibility.

Q2. Am I available? Am I ready to answer God's call?

Q3. Ask God "What do you want me to do in my workplace that will make a difference for eternity?" and take time to listen.

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

What are you going to put into practice until next time?

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

9. Lesson Nine: Barriers in me and in my neighbour...

Objectives of the meeting:

- To be aware of the barriers that we have in us.
- To identify three types of barriers that can prevent a person from opening up to God's love.
- To distinguish between the three stages of cultivating, sowing and harvesting, in relation to the barriers that exist in my neighbour.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

John 4:6-30

F. What do I learn about God / His ways / Jesus / human beings / myself?

- Jesus seeks a common interest in order to enter into conversation (cf. water).
- He goes beyond prejudices: racial (Jews hated the Samaritans), sexist (women were not at all considered at that time) and moral (this woman had had 5 husbands and was not even married to the man with whom she currently lived).
- He arouses curiosity.
- He speaks of the goodness of God (v. 10 "If you knew the gift of God..." »).

- ...

G. Input by the facilitator

Our work gives us great opportunities to bring the message of God. Yet too often we do not seize them! Why? Because we are in front of barriers that exist:

- in ourselves or in the system in which we operate.
- in the person we are facing.

What barriers do we have in ourselves? (If time permits, ask the participants.)

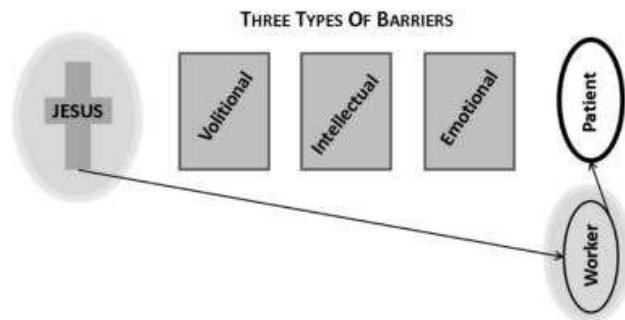
- stress, lack of time
- pressures at work
- dualism, sacred-secular split
- fear of what others think, of criticism, of not being “politically correct”
- lack of knowledge or training to know how to be an effective witness in the workplace
- lack of compassion
- political pressures or restrictions in the workplace
- fear of entering an area we aren’t authorized to be in (example: patient, client, etc.)
- lack of vision

The barriers can be multiple, but the first step to overcome them is to realize what we have seen in the previous meetings:

- God's love for every human being, including our colleagues, our patients,...
- His call to collaborate with him, accompanied by His Holy Spirit.

Barriers in the person we are facing

Human beings have erected barriers between themselves and God, which prevents them from having a righteous relationship with their Creator. These barriers, the consequences of sin, are all spiritual by nature. That is why we need God's help to remove them. They are of 3 types: Volitional, intellectual and emotional.¹¹



¹¹ Illustration taken from Saline Process Trainers Manual page 105 copyright © IHS Global

Tip: To make teaching more visual, you can take cups (or other objects) to represent the 3 barriers, for example if you put them on a table. The cross represents Jesus, the figure represents the patient/colleague and the blocks represent the barriers. Remove the cups/objects one by one to show how the patient/colleague can move closer to Jesus as the barriers disappear. You can do the same illustration using people. One to represent the patient/colleague, three to represent the three barriers and one to represent Jesus. Remove the barriers one by one to illustrate how people can get closer to Jesus as the barriers are removed.

The person is not necessarily aware of it, but these barriers are there as a screen, preventing him from seeing Jesus. God desires that we reflect Jesus by our lives (2 Corinthians 3:18).

Our role, therefore, is:

- To cultivate this friendship with Jesus and let ourselves be transformed to become more and more like Him.
- To cultivate a relationship of trust with the patient/colleague and walk alongside him as the barriers fall.

Emotional barriers

Origin: They are the result of bad experiences. It's a problem regarding the heart. They are based on the difference between what a person who follows Jesus should look like, and what has been experienced.

Example: Criticism, or a faith that is not lived that is seen among Christians, abuses committed by a member of the clergy, the Crusades, the incomprehensible ("if God is so good, why the suffering, the wars?").

Symptoms: This is manifested by denial, indifference, mistrust, opposition.

Antidote: our presence that reflects the character of Christ. By developing a relationship of trust with this person, we allow him to experience something other than the hurtful reality of religion or religiosity.

Being a witness is not doing more, it is allowing what is inside us to overflow and to challenge our neighbour.

Stage of the process: Cultivating the soil. It can take weeks, months, years, or even decades to break down the emotional barriers.

Intellectual barriers

Origin: Intellectual barriers are rooted in misconceptions; when people have a mistaken understanding of who Christ is. They have bad information from the outset.

Symptoms: Ignorance, misunderstanding, erroneous beliefs.

Antidote: To present the truth with love and compassion, the truth being a person, Jesus (Jn. 14:6), not a philosophical concept. It is a question of challenging the mind and intelligence of the person and of helping them to look at Christ.

Some important points at this stage:

- To discover the worldview of the person before presenting the Gospel so that false beliefs are brought to light --> This allows to sow in a targeted way and in an accessible language.
- Go at the person's pace, following his "absorption capacity".
- Do not get lost in intellectual explanations, such as the origin of suffering or justification, but seek the heart of the person, his deep need.
- Ensure that our life is consistent with what we share otherwise we risk creating a new emotional barrier in the person we are relating to.

Step of the process: as the ground of his heart has been prepared, the person begins to be thirsty to know more about Jesus. We can then sow seeds of truth in his life. At the end of this stage, the person really understands who Jesus is, what He has done for us and what it means to follow Him, because the intellectual barrier has been removed.

Volitional barriers:

Origin: putting one's trust in Jesus rather than in oneself is an enormous change, which goes against our evil (sinful) nature. The reluctance to decide for Christ is increased by:

- fear of rejection or an uncertain future.
- a lack of willingness to change.
- fear of losing control.
- social pressures (family, friends) or practical (mockery, persecution, imprisonment or risk of death in some countries).

The problem lies at the level of the will.

Symptoms: indecision, withdrawal, doubt.

Antidote: At this point, we must continue to take care of the relationship and to leave convincing work over to God – He is at work! In this phase, our action is often limited to:

- being available, praying, interceding, faithfulness in the relationship
- giving a tactful encouragement or a response to a sincere doubt--> persuasion is aimed at the will
- encouraging them to read the biography of people who have taken the step, it can help them and give them the courage to make this choice themselves.

When this barrier has fallen, as the person places his faith in Jesus and accepts His forgiveness, a new life emerges!

Step of the process: It's the harvest!

Key Point:

Knowing how to discern barriers in my neighbour is important because the right action to be carried out will result from that. We react differently according to the barrier that the person has before them. For example, in front of an emotional barrier, we are not going to push them to their limits because that may erect another barricade. We just have to reflect the character of Jesus.

Engel Scale

This table provides a model for describing the steps along the journey to faith, in order to understand where people are on the path leading them to faith in Jesus. Note that there is not always the same amount of time between two steps and the progression is not always linear.

ENGEL SCALE Modified with permission from Dr. James Engel								
CYNIC	SKEPTIC	SPECTATOR	SEEKER	BELIEVER	DISCIPLE			
						-5	MULTIPLYING	
							-4	
						-3		
						-2		
						-1		
						0	MULTIPLYING	
							-1	
						-2		
						-3		
						-4	SOWING	
							-5	
						-6		
						-7		
						-8	CULTIVATING	
							-9	
						-10		
						-11		
						-12		

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

10. Lesson Ten: What is my role?

THE INFLUENCE I HAVE ON OTHERS IS PROPORTIONATE TO THE INFLUENCE THAT GOD HAS IN MY LIFE

Objectives of the meeting:

- Realize that we all have an influence on those around us.
- Allow participants to check their hearts to see if they need to be met by God.
- Realize that a good spiritual influence is important in order not to raise up barriers again.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

John 15:4-5

Luke 6:43-45

F. What do I learn about God / His ways / Jesus / human beings / myself?

- He is all-sufficient.
- He wants to transform my heart.
- He wants to make me His co-worker.

- He wants to give me the “sap” I need, not only to live for myself, but to be a blessing to those around me.
- He is the one without whom I can’t do anything.
- He is everything to me.
- ...

G. Input by the facilitator

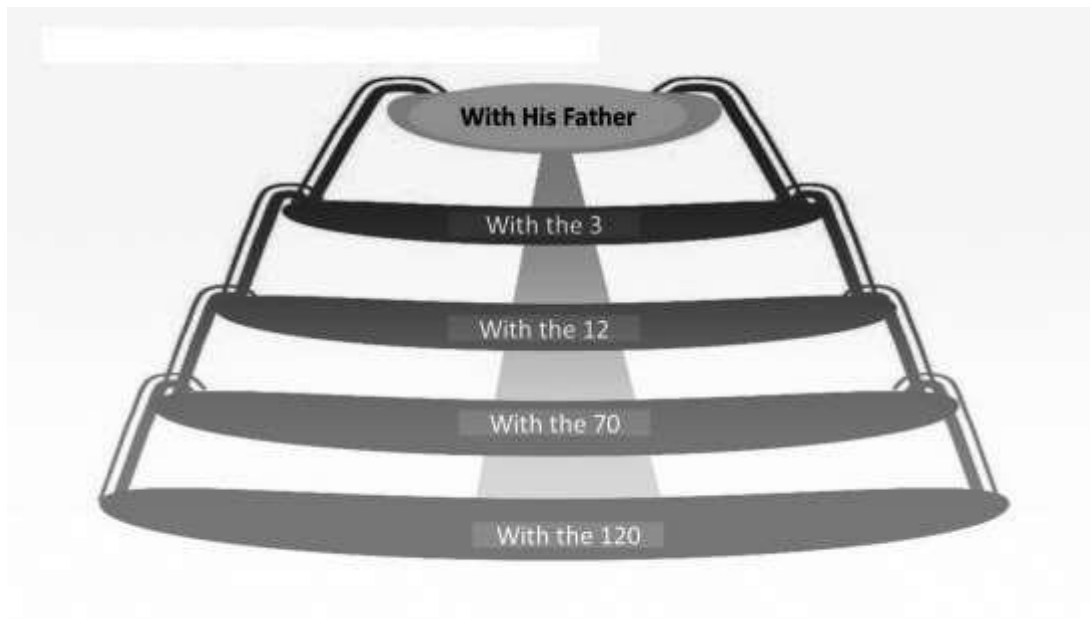
What does it mean to have influence?

Definition: To have an impact on certain changes or be able to provoke them. Spiritual influence does not focus on laws or rules that have to be kept, but on the heart. It changes the person from the inside out, affecting his thoughts, values and Root Beliefs. The expected end result is a change in behaviour (see meeting 2). It is, in a way, to take care of the "mirror" of my life in order to better represent Jesus around me (see previous meeting).

Where am I in my relationship with God?

- Only an intimate relationship with God generates life around me!
- Letting myself be met by God is the basic principle in allowing Him to be transmitted to others.
- Laws and knowledge do not bring life.
- Jesus is our example regarding priority in our relationships.
- Above all, His relationship with the Father meant that the living water from heaven, not only watered Him, but also watered all His relationships! Although He was the Son of God, Christ maintained a special relationship with his Father in terms of time and quality!

Jesus was our example in His relationships with the disciples



H. Questions to reflect on

- Q1.** Where do good and bad fruits come from according to these verses?
- Q2.** Where are you in your relationship with God? What is the state of your "mirror"?
How do you reflect Christ around you?
- Q3.** What does the “fountain” of your relationships look like in terms of priorities and importance?
Make a drawing depicting your fountain... dare to be honest!

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

The APGAR test is a method of evaluating the clinical condition of new-born babies. The acronym in English is: Appearance, Pulse, Grimace, Activity and Respiration. To allow an assessment of our spiritual liveliness, an APGAR table is available to allow you to do a personal examination¹³.

Vital Signs	Description	0 None	1 Irregular	2 Regular	Score
Appearance	<i>External appearance: the life I live and the attitudes I show...</i>				
Pulse	<i>Does my heart beat with love and obedience to God?</i>				
Grimace	<i>Do my reactions show the life of Christ in me?</i>				
Activity	<i>Participation in the ministry + multiplication + making disciples...</i>				
Respiration	<i>Prayer (exhaling + inhaling)</i>				
Final score					

Evaluation of the APGAR

Between 7 and 10: supply oxygen if needed

Between 4 and 7: serious treatment, airway clearance, oxygen

Less than 4: resuscitation

We will take a few minutes to do it thoughtfully and prayerfully.

Choose the score that fits you in each category yourself.

Keep this to yourself.

Sharing and Prayer

Pray for each other regarding the commitments that seem important to be made, in order to be a person overflowing with the life of God.

What are you going to put into practice until next time?

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

¹³ Developed by Dr. Ibolya Maroszsán

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

11. Lesson Eleven: How can I influence the people around me?

THE 5 C's

Objective of the meeting:

- Identify the five characteristics (5 C's) of spiritual influence:

1. Character of Christ
2. Competence
3. Compassion
4. Communicating wisely
5. Courage

- See how to apply them concretely in our lives.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

2 Corinthians 5:19-20

2 Corinthians 2:14-16

F. What do I learn about God / His ways / Jesus / human beings / myself?

God desires to reconcile all men with him.

- For this, He sent his Son and now wants to use us.
- He entrusts us with a mission.
- He makes us live the victory of Christ.
- He desires, through our union with Him, to be able to spread His message of reconciliation through us and to manifest who He is to this world, like a fragrance.

CHARACTER OF CHRIST – COMPETENCE – COMPASSION – COMMUNICATING WISELY – COURAGE

G. Input by the facilitator

Reminder:

- Our spiritual influence in the life of our neighbour is linked to how the life of God in us is expressed outwardly.
- God has always sought to be incarnated through human beings to touch other human beings. Through us, he wants to love, look at, touch...

Let us now see in more detail how spiritual influence can be characterized. Each characteristic starts with a C and we will call them the 5 C's.

C 1. The Character of Christ - Galatians 5:22

The character of Christ attracts people to God and the Gospel. How do we manage to reflect the character of Christ? By spending time in intimate communion with Christ through prayer, the study of the Bible and communion with other Christians. The more time we spend with Jesus, the more we will understand the heart of God and become someone who spreads a "heavenly fragrance."

And we all, who with unveiled faces contemplate the Lord's glory, are being transformed into his image with ever-increasing glory, which comes from the Lord, who is the Spirit.
2 Corinthians 3:18 (NIV)

"The time we spend with Jesus, meditating on His word and greatness and seeking His face, defines our degree of productivity in the Kingdom of God." Charles Stanley

Possible reading: The history of the old missionary (see Saline handbook)

C 2. Competence - Colossians 3:23

Consider the following situation:

A person who is dear to you (child, friend, spouse) is seriously ill. How would you complete the following sentence?

"I want the _____ doctor that we can find."

The *best* or the *most spiritual*?

When the health or life of a loved one is at stake, we want the person who cares for him to have as much competence as possible to restore him to his health. Our patients want to be taken care of by the best professional and we must seek to meet this expectation.

We need to seize every opportunity to improve and refine our skills. If we want people to pay attention to our faith, we must first make sure of the quality of our work! We must strive for excellence... in our work! And excellence is sometimes shown through simple things like being on time, keeping your word, doing a task that others don't like to do, etc.

C 3. Compassion - 2 Corinthians 1:3-4

Compassion is of course part of the character of Christ, but it has been separated to better highlight it. Some key points:

- Compassion goes far beyond empathy or human sympathy because it comes from the very heart of God (e.g. 34:6, Psalm 116:5).
- The compassion I feel towards others is directly related to what I experience of God's compassion for me! It is the logical outcome of the grace received from God in my own life.
- Compassion is like a cloak that I put on, Colossians 3:12-14: Therefore, as *the* elect of God, holy and beloved, put on tender mercies, kindness, humility, meekness, longsuffering; bearing with one another, and forgiving one another, if anyone has a complaint against another; even as Christ forgave you, so you also *must do*. But above all these things put on love, which is the bond of perfection. This is part of our new nature in Christ, obtained through His work on the cross.
- Compassion leads to action. Every time we read that Jesus was "moved with compassion" by a sick person or a situation, a healing or a miracle follows (Matthew 14:14, Mark 8:2, Luke 7:11-15).
- Compassion shows itself in our words and in our actions. Let us remember that this world desperately needs love, not theory.

C 4. Wise Communication - 1 Peter 3:15-16a

The ability to communicate wisely stems from a compassionate heart. But communicating is more than words. It includes all non-verbal language (voice intonation, gestures, body posture). People always rely more on the non-verbal than on the words used. My non-verbal communication can therefore either help or hinder my patient to trust me.

A) Watchful listening (Listening ears)

- Horizontal = Listening to my neighbour.
- Vertical = Listening to God, what He has to say to me for the person.

B) Words of Wisdom (Wise mouth)

- With a diagnostic aim: ask questions (Mark 10:51).
- With a therapeutic aim (Proverb 12:18).

C) Loving look (Friendly eyes)

- With a diagnostic aim: observe, learn to discern how the person is doing.
- With a therapeutic aim: "Jesus, having looked at him, loved him " Mark 10:21a.

D) Comforting touch (Comforting hands)

The touch of Jesus was imbued with power and love (Mark 1:41; Mark 1:31).

C 5. Courage - Joshua 1:9; 1 Thessalonians 5:11

The English word "courage" comes from the Latin root word "cor" which means "heart". So we could define courage as listening to God's heart in and for the situation rather than to one's fears.

It is true that starting to live as a witness is getting us out of our comfort zone and we may have to deal with negative reactions. Yet it is possible to develop our courage by:

- Drawing nearer to God and spending time in prayer because He is the antidote to fear: "Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God is with you wherever you go." Joshua 1:9
- Feeding on the truth of the Word of God: "This book of the Law shall not depart from your mouth, but you shall meditate in it day and night..." Joshua 1:8
- Becoming aware of our call: "It is not you who chose me, but I have chosen you and I have appointed you, that you may go and bear fruit, and that your fruit will remain." John 15:16

- Staying connected to the body of Christ. Courage also comes from others. God has put brothers and sisters around us so that we can encourage one another. To encourage is to instill courage in the heart of another person. Don't stay alone or isolated!
- Being aware of the Spirit that dwells in us: "For God has not given us a spirit of fear, but of power and of love and of a sound mind. Therefore do not be ashamed of the testimony of our Lord..." 2 Timothy 1:7-8 (NKJV)

H. Questions to reflect on

Q1. Can I see these 5 aspects at work in my own life: the Character of Christ, Competence, Compassion, Wise Communication and Courage?

Q2. What changes do I have to make in my personal life so that I can have more spiritual influence over the people I meet every day?

Q3. Am I willing to pay the price of this commitment to be a witness to Jesus?

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

12. Lesson Twelve: The most important tool, Prayer

Objectives of the meeting:

- To gain a better understanding of what prayer is in the workplace, used with permission, sensitivity and respect.
- To develop our prayer life, including in our workplace.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

Mark 11:24

Matthew 18:19-20

Colossians 4:3-6

1 Thessalonians 5:17

F. What do I learn about God / His ways / Jesus / human beings / myself?

- God makes a commitment to answer prayers prayed in faith.
- He is in the midst of those who agree in prayer.
- He is interested in every subject.
- The unity of those who pray is important to Him and a factor in prayers being answered.

- He opens doors.
- He wants to communicate with us continually
- ...

G. Input by the facilitator

In the next 5 meetings, we will discuss 8 tools to help us cross various barriers as the process progresses:

- **CULTIVATING THE SOIL:** prayer, questions, spiritual history, and faith flags
- **SOWING SEEDS OF TRUTH:** faith flags, faith stories, truth prescriptions, Gospel presentation
- **HARVESTING:** Gospel presentation, spiritual referral team
- **MULTIPLYING:** At the end of the training we will introduce the Discovery Approach. It will help you to intentionally multiply disciples ¹⁴

Even if we enter a more "technical" aspect, we must keep in mind several important points:

- The 5 C's are central in our lives. They are like the kit or bag that will contain our tools. Flaws in these 5 C's would be like holes in the kit, causing a loss of credibility.
- We must use the right tool wisely at the right time, respecting the progression and the rule of "permission, respect, and sensitivity".
- Our purpose in using these tools is not to apply a technique, but to reach the heart of the person by letting oneself be led by the Holy Spirit.

1ST TOOL: PRAYER

Why Pray?

- Because the three barriers (emotional, intellectual and volitional) are spiritual, our first tool must also be spiritual.
- We are not the ones who can convince or open doors, but God through the Holy Spirit - cf. John 16:8 'And when he comes, he will convict the world concerning sin, righteousness and judgment....'

¹⁴ Multiplying: This concept is found in the Engel Scale as the fourth in the series of cultivating, sowing, harvesting and multiplying. See the modified Engel Scale in the addendum at the end of this material.

- Prayer was the secret of the ministry of Jesus (Matthew 14:24, Mark 1:35, Luke 6.12,...).
- Prayer allows us to transform our profession into a ministry.
- This is the universal tool! It accompanies the whole process from start to finish. This is the tool that we can always use !

What is Prayer?

- A way to communicate with God and stay connected to him and not an iron fist to make him "bend".
- It is inviting God to act in my life, in my workplace, in my country... God entrusted the management of the Earth to man (Genesis, 1:26, 2:15, Psalm 115:16). Since He respects the rules He has put in place, He will not impose His will on the Earth. He is waiting for us to invite Him to act.
- It is therefore like a kind of elevator that lets the blessings that God has already acquired for us by the work of Jesus on the cross, and which are available in Heaven, come down and be made tangible here on Earth.
- It is a way of showing our trust and dependence on God.

What often prevents us from praying?

a) Our lack of faith in God, our disbelief.

b) The absence of God in our thoughts. We forget God's presence and live our day concentrating on the problems of everyday life.

Yet:

- God is interested in the details of our daily lives and is honoured if we also invite him into our work.
- Developing this dialogue with God and living this "praying without ceasing" is learned. We simply must "educate" our minds. To do that, each one must find his "God-reminder" during the day.

For example:

- Be thankful for the little things of everyday life.
- Use routes (stairs, hallways, car...) and pray for the wards/the people on our way.
- Pray for a colleague/patient during a "routine" gesture: e.g. when knocking on a door before entering, disinfecting hands, taking a coffee, ...

A man of God once said, *"I seldom pray for more than utes at a time, and I rarely let ten minutes go by without praying."*

Pray FOR:

- Our workplace.
- Our patients.
- Our colleagues.
- Ourselves, to be renewed, rejuvenated (professionals on a mission!).

Pray WITH our patients:

Praying with a patient is as important as praying for a patient.

The most appropriate moments:

- When the person is going through a difficult time in his life (illness, family or work problems, death, etc.).
- When we sow a seed of faith and the person has responded positively, it may be appropriate to pray with them.
- When the person asks for prayer.

Let's remember that we need to:

- Be sensitive to the direction of the Holy Spirit and exercise discernment to know with whom to pray.
- Show courage and dare to offer prayer.
- Ask the person for permission and inform them that you intend to pray in the name of Jesus. For example, you can say, "I am a Christian and I pray in the name of Jesus. Does that suit you?" If they say no, be sensitive and respectful.
- Being sensitive to others also means explaining beforehand, depending on the case, what prayer is, or spontaneous prayer, being careful with the vocabulary used and the length of time. The key is simplicity!

Pray WITH our Christian colleagues:

"There is another Christian in your workplace!" Why such an assertion? Because Jesus always sent His disciples 2 by 2 (cf. Mark 6:7, Luke 10:1-2).

Have you found your fellow traveller, a colleague with whom to pray?

Ecclesiastes 4:9-12 tells us that "Two are better than one..." There is a real blessing attached to being united in prayer, with the assurance of His presence and of the fulfilment (cf. Matthew 18:19-20).

H. Questions to reflect on

- Q1.** Do you have "tricks" to stay connected to God during the day?
- Q2.** Do you pray for your patients, your colleagues?
- Q3.** Have you already had the opportunity to pray with a patient? If not, what's stopping you?
- Q4.** Do you know one or more christian colleagues at your workplace? Do you pray together? If that is not the case, is it feasible?

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

What are you going to put into practice until next time?

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

13. Lesson Thirteen: Love your neighbour!

OR KNOW HOW TO ASK THE RIGHT QUESTIONS

Objectives of the Meeting:

- **2ND TOOL:** To learn how to ask questions to raise and increase confidence, and to determine where the person is in his or her journey of faith.
- **3RD TOOL:** To learn how to take a spiritual history.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

Genesis 3:6-13

Genesis 4:3-10

Matthew 16:13-16

Luke 10:25-37

F. What do I learn about God / His ways / Jesus / human beings / myself?

- God asks questions to reconnect --> It's like an outstretched hand to re-establish the relationship ("Where are you?" "Where is your brother Abel?").

- By asking questions, He does not accuse, but gives an opportunity to situate ourselves in relation to our actions.
- He asks questions to make the person think ("Where are you? Where are you at?" "Why are you angry?").
- Jesus was asking questions to see the Root Beliefs.
- ...

* (text reading key: How does God/Jesus meet people? For example: Do not dwell on the history of the Samaritan but on the dialogue between Jesus and the teacher of the Law.)

G. Input by the facilitator

2ND TOOL: QUESTIONS

Throughout Scripture, God asked questions. It is interesting to note that often in problem situations the God of eternity did not give instructions, but asked questions. When Adam and Eve got into trouble, God did not give them a sermon or tell them what to do. He asked, "Where are you?". When Cain killed Abel, God did not rebuke or punish him. Instead, He asked: "Where is your brother?".

Jesus established a model of communication full of wisdom and intelligence through questions. These questions can be classified into two types:

- "Diagnostic" questions: the purpose of which is to know the person a little better, what they think, what they are going through, etc.
- "Therapeutic" questions: the purpose is to encourage the person to think about something that they had never thought of before, or for a pedagogical aim.

In caregiving – or in our life in general – we can use these 2 types of questions. However, it is important that they reflect our deep interest in the person and not an unhealthy curiosity. The intention behind them will be felt.

By asking good questions, we can succeed in:

- showing our love for our neighbour by the interest expressed in him.
- highlighting the barriers present in others.
- bringing out their real needs.
- revealing beliefs or values, which can then lead to a spiritual conversation.

Asking questions means being ready to listen, and to really listen to what the person has to say to us. We should listen to both what is said and to what is not said.

A key principle: seek to understand before wanting to be understood.

3RD TOOL: THE SPIRITUAL HISTORY

* History: is a series of questions that a caregiver asks to get to know his patient, his background, his lifestyle, his resources, etc.

This third tool is ultimately a variation of the second in a care setting. The idea is to include spiritual questions from the start in taking our history in order:

- To have an overall view of our patient and to know where he is in his journey of faith.
- To see how a patient's spirituality can affect his or her care, both positively (research has shown that strong faith has a positive impact on many aspects of health), and negatively (spiritual risk factors, such as occultism).
- To open doors to a spiritual exchange if the patient so desires.
- To see the resources around him and in him.

Note: ' Spirituality ' concerns beliefs in general; this covers the full extent of possible religious practices.

Including these questions in our practice allows us to approach spiritual issues in a natural way and without being offensive towards the person. However, this may require some training at the beginning.

It is important:

- To use this 3rd tool with great tact and respect for the patient's rights to his privacy, autonomy in his beliefs and customs, confidentiality and his private life;
- To remain dependent on and attentive to the Holy Spirit to know when it is right to do so or when it is not advisable, depending on the person, the situation, and the culture.
- To ask questions that are culturally relevant and adapted to the person --> purpose: to seek to get acquainted with the patient with the help of the spiritual history and not yet to spiritually orient the person to Jesus.

Here are 2 models to help you with this approach, knowing that data can be collected during several meetings or by several different people. The questions are just examples, not a frame to follow exactly.

The FICA Spiritual History Tool: ¹⁵

These are 4 elements that allow you to have an overview of spirituality.

Faith and Belief

- Do you consider yourself spiritual or religious?
- Do you have religious / spiritual beliefs that help you cope in situations like this?
- What gives your life meaning?

Importance in the life of the patient

- How important are your religious / spiritual beliefs to you in this situation?
- Does your spirituality influence you in your healthcare decision making?

Community of Faith

- Do you belong to a faith community?
- Is this of support to you and how?
- Is there a group of people you really love or who are important to you?

Address in care

- How would you like me, your healthcare provider, to address these issues in your healthcare?

H. Questions to reflect on

- Q1.** In my daily life, do I care about those around me? Do I ask questions easily?
- Q2.** If that is not the case, what is holding me back?
- Q3.** Practice asking questions (depending on the size of the group, setting up by 2 or 3) using one of the proposed models.

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

What are you going to put into practice until next time?

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant

¹⁵ <https://smhs.gwu.edu/gwish/clinical/fica/spiritual-history-tool> © Copyright, Christina M. Puchalski, MD, 1996

- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

14. Lesson Fourteen: Join your neighbour right where he is! (Part 1)

Objectives of the meeting:

- To understand the importance of entering the "sowing" phase, and thus to identify oneself as a child of God, without bringing up emotional barriers.
- To positively accept our identity as a child of God and learn how to use tools 4, 5 and 6:
 - Tool 4: Faith Flags
 - Tool 5: Faith Stories
 - Tool 6: Truth Prescriptions

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

1 Samuel 16:7b

1 Corinthians 9:19-23

F. What do I learn about God / His ways / Jesus / human beings / myself?

- God knows us and knows where we are better than we know ourselves.
- He knows what we need and the appropriate time to answer it
- He meets us right where we are

- He desires that every man be saved (1Timothy 2:4).
- ...

G. Input by the facilitator

Once the emotional barriers have fallen, we can start sowing. In order to reach people where they are in their faith journey and specifically start to sow, it is important to remember to always relate with sensitivity, permission and respect.

4TH TOOL: FAITH FLAGS

A faith flag informs the person that you are a child of God (your identity). It can be used both in the "cultivating" and the "sowing" phases.

It's IMPORTANT to explain the choice of this expression in the "Saline Process".

The flag at the rear end of a boat (the stern) never changes. This is the flag under which the vessel sails, and which indicates its national identity. The boat can cross several countries; its rear flag remains the same. At the bow of the boat or at the top of the mast, a smaller flag is changed each time the vessel enters the territorial waters of another country. It is a flag that respects the host country. It is called the courtesy flag. By analogy, a faith flag is placed by finding a common point of interest (courtesy flag), while displaying our identity as a child of God. To be respectful, talk about your own experience while making sure you are at the same level of understanding as the person you are speaking with.

The important steps to plant a faith flag:

- Observe and listen.
- Share a short personal testimony (30 sec) while using a common point for both parties
- Be careful not to use theological jargon (born again, washed in the blood...)
- Don't make reference to a religious denomination but speak of a God who loves us.
- Don't use "you must," or "you must not."

A flag can be:

General:

"I find it interesting that, despite all our technology, we always rely on God for what the weather will be (weather forecast)."

Specific:

"I have been confronted with a similar situation in my life, and with the help of God and the support of a community of faith, I have faced it. I was really overwhelmed, but God found a way out. »

In response:

A patient thanks you. You can accept his thanks by adding, "The doctor has his limits. I do the best I can, but God is the one who heals. »

Visual:

Your consultation room or waiting room can show a faith flag, such as a Bible on the desk, posters on the wall. The faith flag hopes for but does not demand an answer.

5TH TOOL: FAITH STORIES

When we advance a little in the relationship of trust or the person responds positively to a faith flag, still in the "sowing" stage, we can move on to the faith story. This is a brief testimony of up to 2 minutes, while respecting the above points. Talk about God's action in our life, what He has done and what He has given us.

6TH TOOL: TRUTH PRESCRIPTIONS

In the same way that he would get a prescription for medicine, why not give the person a little something to read (a biblical verse, a testimony, a chapter of a book, a daily reading on a smartphone application) or encourage him to watch a movie. This can also be a recommendation such as "to forgive."

H. Questions to reflect on

- Q1.** What does it mean for you, in your professional practice, your relationships and your contacts, to make yourself "all things to all people in order to win to the faith those around you"? (cf. Paul's text above).
- Q2.** Without using the term "faith flag", have you ever dared to share your "identity" as a Christian with someone who has been put your path?
- Q3.** Did you try to find out where that person was in his or her journey before sharing your faith flag, your faith story or giving truth prescription?
- Q4.** Find and share a faith flag with the group.

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

What are you going to put into practice until next time?

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

15. Lesson Fifteen: Join your neighbour right where he is! (Part 2)

Objectives of the meeting:

- To familiarize yourself with an important tool in the accompaniment of a person, always with the goal of sowing, or even harvesting.
 - **Tool 7:** Gospel Presentation: To learn to present the Gospel in the most understandable way possible for the person we are speaking with.
- To choose one of the Gospel presentations and work on it in the group.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

Acts 22:1-21

John 3:16-17

Romans 6:23

F. What do I learn about God / His ways / Jesus / human beings / myself?

Have everyone take one of the passages and answer the question according to the verse that has been chosen.

Some examples:

Acts 22:1-21

- God Himself experiences persecution when one of his children is persecuted.
- He suffers with us.
- He knows our life and what is necessary for us to meet Him.
- It transforms our life from top to bottom.
- It makes us witnesses.
- He forgives our past and transforms it in order to bring His life into our future, and to make us the witnesses of His transformation in our lives.
- ...

John 3:16

- God loves all men without condition.
- He does not treat us according to our faults.
- God is incarnated in our world by His Son Jesus (the Gospel is the good news embodied).
- He offers the best He has to save us... His Son Jesus-Christ.
- He gives us an abundant life up until eternal life.
- ...

Romans 6:23

- The same thing as above.
- Sin kills... and the gift, the gift of God is eternal life.
- God is a generous God because He gives us life freely.
- ...

G. Input by the facilitator

7TH TOOL: GOSPEL PRESENTATION

Many people think that to be effective in evangelism, you have to master a complex plan and memorize a multitude of verses. But the Gospel is very powerful simply when it is shared with love, clarity and simplicity.

This tool is indispensable in each believer's kit. On the one hand, to clarify the truth and thus to address the spiritual barrier at the level of the intelligence; on the other hand, to allow the person to make a decisive step and accept what Jesus-Christ has done for him.

There are many ways to present the Gospel:

1. Our testimony is a powerful tool and it is important to work on it.

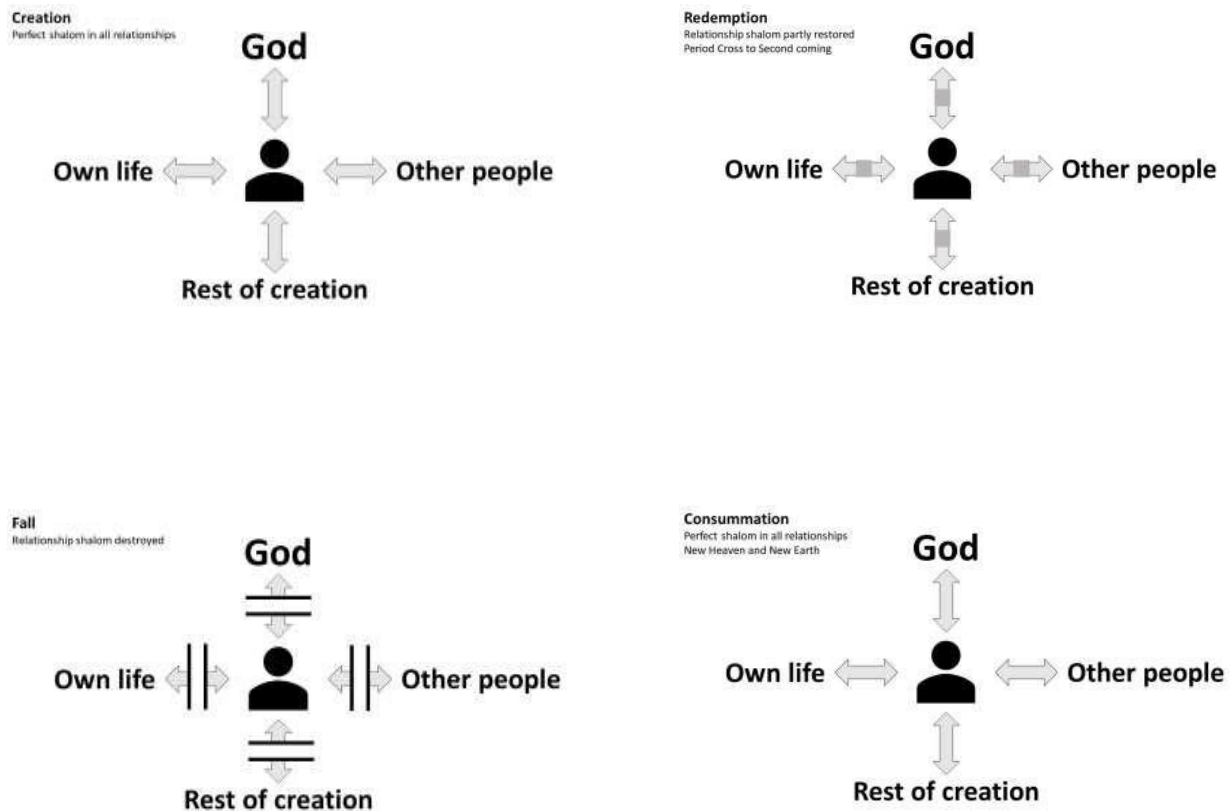
In Acts 22, we see Paul's testimony. He talks about his life in 3 x 1 minute. That is:

- a. 1 minute about his life before he met Jesus,
- b. 1 minute how he met Jesus and
- c. 1 minute about his life after meeting with Jesus.

When you share your testimony, make sure you keep in mind the three principles of respect, sensitivity and permission.

2. The Big Story

The Big Story Gospel explanation is found in Lesson 1. The reason why we prefer this Gospel presentation, is that it shares the Big Story of Scripture: Creation, Fall, Redemption, Consummation. The Big Story does full justice to God's glorious work in creation, the extensive destructive impact of our Rebellion, and the comprehensive flourishing made possible through the finished work of Christ on the Cross. It fills us with longing for the second coming of our Lord for the ultimate fulfilment of God's grand design for His creation and His people.



3. The Five Point Gospel Presentation: ¹⁶

It is one thing to know what the Gospel is. But it is quite another to present it clearly and succinctly in a way that others can understand. A good Gospel outline needs to be simple to remember, and free of jargon terms while covering the central issues of the Gospel. The following outline, developed by Canon John Chapman, is a good example.

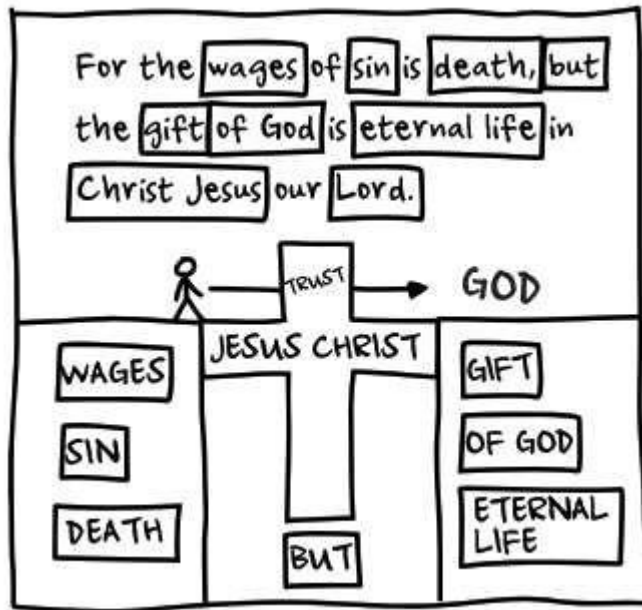
Memorise the five headings:

1. God
2. Man
3. God
4. What if I do?
5. What if I don't?

1. **GOD (Rules)** God really exists! He made the world, and that includes you and me. We believe this because he has clearly revealed himself in the historic person of Jesus Christ whom he raised from the dead. Jesus is the rightful ruler of the world. See Gen 1:1; Mt 28:18; Phil 2:9-11.
2. **MAN (Rebel)** None of us has lived consistently as though this was the state of affairs. We have all by degree assumed that we have the right to run our own lives. Sometimes we have consciously disobeyed God; at other times we have just ignored him. It amounts to the same thing, rebellion. See Mk 7:21-23; Rom 3:12; 1 Jn 3:4.
3. **GOD (Repent)** In Christ, God tells us that this is not our world to live in according to our selfish desires. It is God's world. Therefore, we should stop rebelling against him and live in the world the way he has designed us to live in it. He calls us to come into his 'Kingdom', that is to submit to his kingly rule in our lives. See Mt 7:21; Mk 1:14,15; Acts 17:30.
4. **WHAT IF I DO? (Forgiven)** If we stop rebelling and bring our lives under God's rule, he treats us as though we had never rebelled against him. He accepts us wholeheartedly because Jesus in dying on the cross took upon himself the punishment we deserve. A whole new relationship with God then opens up. We become his friends and are adopted into his family. See Jn 3:16; Rom 6:23, 8:1,15; Col 2:14.
5. **WHAT IF I DON'T? (Unforgiven)** If we refuse God's offer of forgiveness and reconciliation, we will remain unforgiven and unreconciled. Ultimately, rebels will be overthrown. See Mt 7:23,26,27; Rom 1:18; 2 Thess 1:8,9.

¹⁶ Originally described in Know and Tell the Gospel, by John Chapman, Matthias Media, 3rd edition 2002, 238 pages. Available in paperback and on Kindle. This outline copied from the website of CMF UK <https://www.cmf.org.uk/resources/publications/content/?context=article&id=1313>. It is taken from their course "Confident Christianity". Also found in the Saline Process participants workbook page 67-68 Copyright © IHS Global

4. The Gospel in a single verse: Romans 6:23 ¹⁷



A full explanation of this Gospel presentation is found as an addendum at the end of the workbook.

¹⁷ Found on the website of the Navigators <https://www.navigators.org/wp-content/uploads/2017/08/navtool-one-verse-evangelism.pdf> and in the Saline Process participants workbook page 69-70 Copyright © IHS Global

H. Questions to reflect on

Discuss in a group the formula that best suits you personally and for what reasons!

If you still have time, do a role play between two people in order to start putting it into practice.

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

- Write your testimony in 3 parts, like Paul in the Acts, in order to always have it ready if necessary.
- In a secure setting (Christians, family, friends, etc.), present the approach you have chosen to someone during the week to practice a few times!
- Pray that the Lord will give you opportunities to really put it into practice.

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

16. Lesson Sixteen: Work as a team!

Objectives of the meeting:

- To realize the importance of not remaining alone.
- To learn how to gather a spiritual support and counselling team around you, that will take responsibility for accompanying a patient while respecting confidentiality.
- **Tool 8:** To make participants aware of the need of developing a support team for their personal needs.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

Mark 2:1-5

Ecclesiastes 4:9-12

Mark 6:7

Luke 10:1

F. What do I learn about God / His ways / Jesus / human beings / myself?

- Jesus honours the faith of these four men, who persevered together to bring the paralytic, despite the obstacles.
- God's plan is for man to be in relationship with his fellow men.
- Jesus sends His disciples on a mission two by two, never alone.
- ...

G. Input by the facilitator

8TH TOOL: SPIRITUAL REFERRAL TEAM

At the professional level, we can find ourselves in a situation where we meet someone who would like to know more about God, while we do not have the time or the skills to accompany that person. We can find ourselves faced with this dilemma: How to faithfully manage my schedule and my responsibility towards God?

"It's not so much about doing more than what we're already doing. It is about doing more by complementing each other." Jim Petersen

This is where our 8th tool, the spiritual referral team, comes into play. Mark 2:1-5 tells us about four men who carry a paralytic to Jesus. We must not do everything, nor remain alone.

Ask your patient if he or she agrees to talk with someone else.

If so, refer him (her) to a member of your spiritual team, just as you would in an interdisciplinary team, for example, for physical needs.

Who is this team? It is a group of competent and experienced people that you gather around you to meet the needs of your patients. It can be a counsellor, a church member, a pastor, another Christian colleague, a chaplain, etc.

Important Points:

Always ask the person's permission in advance before talking to someone else about his case!

People offering spiritual accompaniment must possess the **5 C's** of spiritual influence (Character of Christ, Competence, Compassion, wise Communication, Courage).

They know how to respect confidentiality and accept responsibility for accompanying the patient.

Handle or refer? Assessment:	When to refer? Consult a team or refer to others when a patient:
Is it an emergency?	Needs support and counselling (for family too);
How will my decision affect others?	Seeks opportunities for prayer
Am I the best person to handle this?	Needs further information and guidance regarding end-of-life issues and ethical healthcare decision making
Is this the best time?	Requests repeated visits
	Lives very far from us

18

¹⁸ Taken from page 169 of the Saline Process Trainers Manual Copyright © IHS Global

Personal Support Team

It is good to know that your patient is in good hands, but what about you? As professionals on a mission, we also need a support team, just like a missionary who goes abroad. Ecclesiastes 4 gives us some reasons: encouragement, synergy, victory facing the enemy, etc.

Surround yourself with a few people who can support you in prayer, in whom you can confide in case of difficulty (while respecting medical confidentiality, of course) or seek advice.

H. Questions to reflect on

- Q1.** How do I live my faith? Alone or connected to the body of Christ? If I live it alone, why? And if I'm connected, how ?
- Q2.** Who around me could be part of my support team?
- Q3.** Who could be a resource person if a patient is interested in the faith?

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

What are you going to put into practice until next time?

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

17. Lesson Seventeen: Be doers and not hearers only!

Objectives of the meeting:

- Make a summary of the things learned throughout this Saline group.
- Take a short assessment of what each one, in his personal life, has been able to apply so that it will become permanent.

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

John 14:20-21

1 Corinthians 15:58

James 1:22-25

F. What do I learn about God / His ways / Jesus / human beings / myself?

- The three persons of the Trinity are committed to me.
- God desires to bless me and surround me with his love.
- The best way to benefit from everything God has in store for me is to love Him in return and thus to obey.
- He rewards by setting me free and allowing me to live happily.
- He desires my transformation.

- He wants to see me persevere.
- ...

G. Input by the facilitator

- In the transformation, there is the acquisition of new habits. To that end, it is necessary to encourage oneself to put into practice, in a systematic way, what we have learned in these lessons.
- Practice does not make perfect but permanent...!

H. Questions to reflect on

Q1. What do I learn about myself in the above verses?

1. I need encouragement to put things into practice because it is not natural for me.
2. Encouragement to remain firm and unwavering! That seems to be a weakness in me.
3. To love is to obey.
4. I cannot pretend that I love God if I do not put into practice what He asks of me.

In the group

Make a summary of the things learned throughout this Saline group and make a small assessment of what everyone has been able practice applying in his personal life.

In the group

Share about:

- The strengths and weaknesses of each one in the application of what has been seen in the last meetings.
- Some obstacles that everyone might have in practical application.

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

Prayer of hearing for each other about what the Lord desires to show us to put into practice in the future.

Pray for the weaknesses or obstacles that everyone has or might encounter.

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

18. Lesson Eighteen: The domino effect or the principle of multiplication

Objectives of the meeting:

- To understand the importance of transmitting to others what God has put in our hearts
- To understand the importance of making disciples, who in turn will make other disciples
- To understand how the Discovery Approach can help you to intentionally multiply disciples

Part 1. Look Back: Celebration & Fellowship

A. Thanksgiving

Do you have something you would like to thank the Lord for? What good things have happened this week?

B. Challenges

What have been your challenges since the last meeting?

C. Learning experiences

What did we talk about the last time we met? How were you able to put into practice what God brought to light in your life on that occasion?

Part 2. Look Up: Listening to God's Word.

D. Reading the objectives of the meeting with the participants

E. Listening to God's Word

Matthew 28:18-20

Luke 10:1

F. What do I learn about God / His ways / Jesus / human beings / myself?

- The Father works as a team with His Son and the Holy Spirit.
- The Father has given all power to his Son in heaven and on earth.
- Despite sin, the Father has not abandoned His "dream" of seeing His Kingdom of peace, joy, and righteousness come into being in all areas on the earth by the Holy Spirit.
- There is an extraordinary relationship within the Trinity! Unity in diversity.
- Jesus is Sovereign. He holds all power!

- We have a generational God.
- Jesus sends us where He desires to go Himself, hence the importance of collaborating!
- ...

G. Input by the facilitator

In a relay race, the victory is won when all the athletes on the team have played their part, that is to say have run, but have also passed the "baton" to their teammates at the right time. If we come back again to the pyramid that we saw together at the beginning of these times of sharing, the top ends with the word: 'MULTIPLY'.

We highly recommend the Discovery Group approach for the intentional multiplication of disciples. More information can be found in one of the Addenda to this booklet.

Answer questions Q1 and Q2

The last words of Jesus are found in Matthew 28, just before his departure for heaven! These words are important because they are precisely the last ones spoken down here!

What does He say?

1. *That He holds all authority and power*, not only in heaven, but also on earth! This statement attests to the legality of His mandate! As disciples of Jesus, we are benefiting from this authority on earth (Luke 15:31).
2. "Go", it is not "come into our church and you will become disciples". It is GO, and this is an order! "Go" has the meaning of "as you go". As you go through life, make disciples.
3. *"Make disciples of all nations."* We are asked to make the nations His disciples. That is, to train people to live the principles of Christ, where God has placed them, and so that all the domains of society are transformed, allowing the whole nation to benefit of the Kingdom of God. What is a disciple? Someone who loves Jesus, who puts into practice what He says (among other things to make disciples) and who loves those whom Jesus loves.
4. *To train disciples* is to take someone with me and journey along with him. It is intentionally conveying what God has put in my heart to another person, who will pass it on to another person.
5. Jesus sends us *two by two* (Luke 10:1) because He knows that we need someone else to:
 - pray because it gives us an authority that we do not have when we are alone ("Again, truly I tell you that if two of you, on earth, agree about anything they ask for, it will be done for them by my Father in heaven". Matthew 18:19 NIV).
 - share in the presence of God (Matthew 18:20).
 - train the next generation.

H. Questions to reflect on

Q1. What does it mean to make disciples of all nations?

This means to make disciples of Jesus in all areas of society (arts, economics, government, social and healthcare, family, churches, media, education, sport) so that the nation may benefit of the Kingdom of God. (cf. 3rd Meeting *)

Q2. What is a disciple of Jesus?

See above.

Q3. Are you a disciple of Jesus?

Q4. Do you train (take) other people with you (pass the baton)?

Q5. Who trained you as a disciple? Who took you alongside him to journey together, and deposited in your heart what he had received from God?

Part 3. Look Forward: Prayer and Sending

I. Application

Follow the guidelines in "Structure of a meeting"

Make an action plan on the following points and commit to following it:

- Who does the Lord want you to team up with? (He sent them two by two)
- Making disciples who will make disciples: at what stage are you in the relationship with your V.I.P's?
- At this stage, it would be good to continue to train people in a Saline group or to enter into a discovery group process with your V.I.P's (cf. appendix "Afterword")

Pray together for the commitment you are making!

J. Sending

Prayer for one another to move forward as those sent into this world by the Lord:

- Obedience in the action steps of each participant
- Step by step progress of the not-yet-believers on their way towards Jesus Christ
- Bearing fruit by being witnesses of Jesus Christ in family, church, work and neighbourhood

The facilitator gives a final encouragement and the groups sets a date and venue for the next meeting.

Personal Notes

POSTSCRIPT TO “GROWING AS WITNESSES”

You have completed this course of 18 meetings: **Congratulations!**

If you have not yet done so, consider following the “Saline Process” training as soon as you can. This will give you inspiring insights about what it means to be a witness in the health field and deepen your understanding of the “Saline Process”. For further information about Saline Process training please contact saline@hcfglobal.org or go to the website of IHS Global <https://www.ihsglobal.org/SalineProcess>

After “Growing as Witnesses”, you could:

- Continue as a Discovery Group together with the people already in your small group. You can find more information how to do this at www.hcfglobal.org/discipleship. Discovery Group meetings also take place in 3 parts as you experienced with your small group.
- Start a new “Growing as a Witness” group with vitally interested persons, or anyone else who is interested in the faith.
- Start a Discovery Group with people who really want to discover God and His ways. More information can be found at www.hcfglobal.org/discipleship. The questions used in each of the three parts of the Discovery Group meeting are explained in an Addendum at the end of this document.
- Coach the members of your “Growing as a Witness” group as they each start a new “Growing as a Witness” group or a Discovery Group

May God bless you so that you may bless others everywhere

Addendum: He lived among us¹⁹

There is a story about an old man who was called to Africa to work as a missionary. He had served all his life in the church and then he obeyed God again, saying, “Okay, I would love to serve in another country.”

He went, but he had to learn another language, and his friends back home had told him, “Oh, it will be so hard for you to learn another language at your age. It is fine when you are young, but when you are older it is more difficult.” But the man said, “No, I will go. God is with me.”

So he lived in a small village in Africa and every morning he woke up early, when it was not so hot, to study the language. He went to the market and he tried to remember the words, what does it cost? Or I want some potatoes or bananas. And it was so hard for him. After about a year of struggling, the man gave up and he was so sorry because he loved it in the village, but he had to go home.

The mission organization sent out in his place a younger man, bright and qualified. He stayed in the little hut and studied the language. Then he started to practice the words that he learned with the people in the village. And one day the young man thought, “I am ready. Now I can share about Jesus in this new language,” and he did.

He had a couple of people from the village sitting outside and was all ready to speak about Jesus and share the Gospel. When he started speaking, there was some commotion in the group. People started to move around. He wondered, “What is it? Am I so good that they understand what I am saying and are responding?”

Finally, he asked them, “What is it?” And the people said, “We know him. We know the person you are talking about. He lived among us.” It was the man from last year they spoke of, the old man who had such difficulty learning their language! He had been living there and he was the sweet fragrance of Jesus. He was the love of God in action. I hope people will say that about you, about me, about us as Christians.

“God wants all men to be saved and come to the knowledge of the truth.” 1 Timothy 2:4

¹⁹ Taken from Saline Process Trainers Manual page 124 Copyright © IHS Global

Addendum: Engel Scale²⁰ and Growing as a Witness

ENGEL SCALE				
Modified with permission from Dr. James Engel				
DISCIPLE	Chooses to live by faith	+5	MULTIPLYING	Speaks to: The Whole Person Addresses: Social Barriers Overcomes: Isolation By: PARTICIPATION IN BODY Goal: Growth Answers: Will I live for Christ? Example: Jerusalem Church (Acts 2:41-47) & Samaritan Awakening (Acts 8:4-8) Tools: Prayer, Questions, Gospel Presentation, Spiritual Referral Team
	Chooses to share faith with others	+4		
	Makes Christ-like choices	+3		
	Joins in community life	+2		
	Assimilates God's Word	+1		
BELIEVER	Trusts in Christ	0	HARVESTING	Speaks to: The Will Addresses: Volitional Barriers Overcomes: Indecision, Unwillingness to Change By: PRAYER & PERSUASION Goal: Trust Christ Answers: Will I trust Christ? Example: Paul before Agrippa (Acts 26:1-29) Tools: Prayer, Questions, Gospel Presentation, Spiritual Referral Team
	Turns from self-trust	-1		
	Sees Christ as the answer	-2		
	Recognizes own need	-3		
SEEKER	Considers the truth of the Gospel	-4	SOWING	Speaks to: The Mind Addresses: Intellectual Barriers Overcomes: Ignorance, Misconceptions, Error By: PRESENTATION Goal: Understanding Answers: Who is Jesus? What does he want from me? Example: Ethiopian Eunuch (Acts 8) Tools: Prayer, Faith Flags and Faith Stories, Truth Prescriptions, Gospel Presentation, Spiritual Referral Team
	Understands the implications	-5		
	Aware of the Gospel	-6		
	Recognizes relevance of the Bible	-7		
SPECTATOR	Looks positively at the Bible	-8	CULTIVATING	Speaks to: The Emotions Addresses: Emotional Barriers Overcomes: Indifference, Fear & Antagonism By: YOUR PRESENCE Goal: Trust You Answers: What's in it for me? Example: Nicodemus (John 3) Tools: Prayer, Questions, Spiritual History, Faith Flags & Faith Stories
	Recognizes difference in the messenger	-9		
	Aware of the messenger	-10		
	Going own way	-11		
	Avoids the truth	-12		
CYNIC				

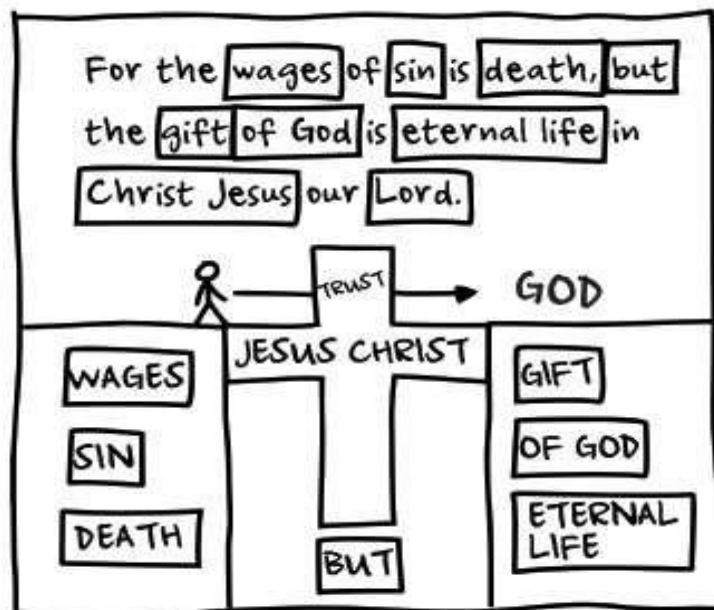
²⁰ Permission for modification of the Engel Scale obtained by IHS Global. Copyright © IHS Global

Addendum: One-Verse Evangelism ²¹



Navigator Discipleship Tool

One-Verse Evangelism® is a simple, interactive way to share Christ's love conversationally and visually. As you are in a conversation with a friend, you can illustrate Romans 6:23 on a napkin or piece of paper to explain God's relationship with people.



ONE VERSE EVANGELISM

Circle **WAGES** and ask, "How would you feel if your boss refused to pay you the wages that were due to you?" Of course, your friend would want justice, the wages he had worked for. Deep down, we all know that it is only right that we get what we deserve.

Draw a circle around **SIN**, asking your friend what he thinks when he hears this word. You might explain that sin is more an attitude than an action. It can be either actively fighting God or as simple as excluding Him from our lives. Now draw two opposing cliffs with a gap in between.

Circle **DEATH** and ask what thoughts come to mind. Explain that death in the Bible always means some kind of separation—in its most basic sense, separation from life. Because God is the author of life, a spiritual death simply means separation from Him.

While circling the word **BUT** mention that it is important because it means that a sharp contrast in ideas is coming. What we have just looked at is the bad news; what comes next is the good news.

Draw a circle around **GIFT**. Ask, "If wages are what a person earns, then what is a gift?" Though every gift is free for the person receiving it, someone still has to purchase it.

Circle **OF GOD** and explain that the gift you are talking about is free. It is from God Himself. It's so special that no one else can give it. Ask, "How do you feel when someone gives you a special gift?"

Circle **ETERNAL LIFE** next, and then ask, "How would you define these words?" Contrast one side of the cliff, death, with the other side, eternal life. Ask, "What is the opposite of separation from God?"

Write **JESUS CHRIST** so it creates a bridge between the two cliffs. Help your friend to consider that just as every gift has a unique giver, only Jesus Christ can give the gift of eternal life.

Write **TRUST** over the bridge. Explain that a true friend is a friend you can trust. Jesus is offering to be a true friend to him. All he has to do is admit that he is responsible for his sin—either of fighting against God or excluding Him from his life. Trusting Jesus means believing that He has power to forgive us for rejecting God and that He will wash us clean from all that we have done wrong in life.

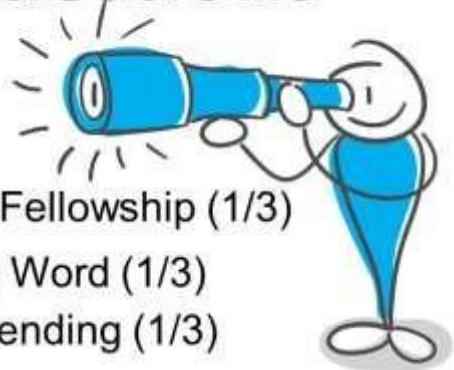
Now, ask your friend if he wants to start a relationship with God that will last forever. If he says "Yes," invite him to pray a short prayer in his own words, asking Jesus to forgive him and make him new. Close by reminding him that this simple illustration shows what God is like: Someone who really cares about people—especially him. Invite him to read all about it in the Bible.



THIS TOOL IS MEANT TO BE SHARED. To download a copy visit navlink.org/one-verse-evangelism
One-Verse Evangelism by Randy D. Roybrook. © 2000. All rights reserved.

²¹ Found on the website of the Navigators <https://www.navigators.org/wp-content/uploads/2017/08/navtool-one-verse-evangelism.pdf>

Discovery Group Questions



- 1st Part: Look back → Celebration and Fellowship (1/3)
- 2nd Part: Look up → Listening to God's Word (1/3)
- 3rd Part: Look forward → Prayer and Sending (1/3)

1. « Celebration and Fellowship »

Look back

1. What are you thankful for this week?
2. What challenges are you facing ? How can we help?
3. What did we talk about last time? How did you apply and share what you learnt at our last meeting?
4. How were you able to show God's love to those around you through your actions and/or words? (witness of Jesus)



NB : Facilitator also shares

2. « Listening to God's Word »

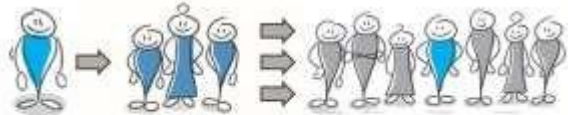


Look up

1. What does God's Word tell you? (Listen and re-tell the passage)
2. What do you learn about God/ His ways / Jesus in this passage?
3. What do you learn about human nature, about yourself?
4. How could you respond to what you have just learnt? How could your thoughts, attitudes and behavior change? (possibilities)

NB : Facilitator also shares

3. « Prayer and Sending »



Look forward

1. How will you respond to what you have just learnt? (specific action steps)
2. How are you going to show God's love to those around you through your actions and/or words? (being a witness of Christ)
3. Prayer time:
 1. Your action steps
 2. People on your Lost List
 3. The struggles in one another's lives
 4. People with whom you are going to share what you have learnt in this meeting
4. When and where do we meet again?