



Ministry Leadership Institute*

A Partnership with

**Churches &
Christian Missions**

in

Evangelism & Discipleship

and

developing

Ministry Leadership

* Ministry Leadership Institute is the Educational Division of
INTERNATIONAL DISCIPLESHIP MINISTRIES

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It is the desire of every pastor and Christian worker to see that the new and young Christians grow and mature spiritually as well as get involved in Christian ministry using their gifts. Yet the sad fact is that only a handful of those who attend church are involved in any type of Christian ministry. The Lord's observation, "The harvest is plenty, but the laborers are few," is still relevant.

Every church urgently needs leaders for various ministries such as Sunday School, Adult Christian Education, Evangelism, Discipleship, Home Fellowship, Singles, College and Career, Married Couples and so on. Besides, all Dads and Moms are leaders in their homes, and each experienced believer is a leader to those he or she disciples.

Remember: The primary mission given to churches and Christian missions is two-fold: **Disciple** the nations (beginning with evangelism) and **Equip** for ministry. (Matt. 28:19-20; Eph. 4:11-12)

What does it take to get believers to become ministry leaders? Experience shows that by simply attending church regularly, few members develop into leaders. And unprepared persons cannot function as responsible leaders who are to guide others biblically. What is needed for ministry leaders is:

- Sound theological **knowledge** based on the Bible
- Personal **growth** as a disciple to a mature level
- **Training** in evangelism, discipleship, and leadership.

This is where the MINISTRY LEADERSHIP INSTITUTE fits in. It offers **Core Discipleship Education and Ministry Training** that is needed for everyone in the above three areas.

The focus of the entire program is fulfilling the Great Commission of **Making Disciples** (Matt. 28:19-20) and **Equipping** believers for the work of ministry (Eph. 4:11-12).

Colossians 1:28 captures the MLI goal clearly: "*We proclaim Him, admonishing every man and teaching every man with all wisdom, that we may present every man complete in Christ.*"

The Institute is committed to:

- **Evangelism** by presenting the message of Salvation in challenging depth and breadth

According to the Great Commission, discipleship begins with Salvation. A shallow understanding of salvation can result in a shallow or pseudo commitment to Christ. What is needed to produce strong commitments is a deep understanding of salvation through a salvation presentation that has challenging depth and breadth.

- **Growth of the believers as Disciples towards Maturity**

The usual assumption is that some one who just made a commitment to Christ through a brief salvation presentation in a crusade or in the church has sufficient understanding of salvation. This, however, is not true in many cases. That, in turn, produces a weak foundation for discipleship. It is therefore crucial that the new believer be given a **strong foundation** of salvation using the above salvation presentation. After that the new believer is to grow to maturity. That is God's desire. This growth comes through deeper theological knowledge as well as practice of Christian behavior as a disciple. Both of these are vital to ministry leadership.

- **Equipping older believers for Evangelism & Discipling**

The ministry of the church is two-fold: Building up the believers; and Equipping them for ministry. This involves giving training in evangelism and disciple-making. Many believers are unable to share the Gospel or disciple a new believer due to lack of needed training.

- **Preparing for Ministry Leadership**

As already noted, there is need for a wide variety of leaders in a church at different levels. Without a strong spiritual foundation - in theological knowledge and growth - one cannot function as a responsible, effective leader.

You will recognize that these are Biblical goals for every church. To accomplish the above goals the Institute offers a full discipleship curriculum of FIVE well-sequenced core courses which are:

- Fully Transferable** (Same lessons they do they teach others)
- Ready-to-teach** (Lessons are written in actual presentation style)
- Integrated** (Theological knowledge is integrated with discipleship lessons with focus on the progressive growth need of a person)

Upon finishing the courses a person will have the Student Manuals with the same materials to begin using them. In addition, full Teacher's Manuals are also provided at the completion of the courses. These contain actual Presentation Lessons and a rich potpourri of **Additional Resources** to prepare the leader/teacher adequately. Thus they are fully equipped with the **Tools**. We also have ready-to-use **PowerPoint** presentations available.

The specially developed lessons in these courses have *UNPARALLELED*

- **Depth** (Explains theological concepts with challenging depth, addressing the

- **Breadth** (Relates Christian faith to people from a wide variety of [world religions](#) & philosophies)
- **Clarity** (Concepts clearly defined and presented in easy-to-understand way)
- **Progressive Development of Content** From ground level up in a well-connected sequence.
- **Comprehensive Coverage** (Systematic coverage of all essential Christian Education topics)
- **Theological Soundness** (It adheres to mainstream evangelical theology, preserving balance and emphasis on essential doctrines while allowing variety on secondary issues.)

In short, the MLI courses provide a strong foundation of salvation and builds up a believer to maturity; gives a strong foundation for leadership, and equips for evangelism and discipling.

The courses were developed originally for international evangelism, discipleship, and equipping for ministry leadership when Dr. Varughese, the author, was serving in a national leadership position in the ministry to international students in the U.S.A for several years. These courses have been highly effective in achieving the above stated goals. Since then these courses have been offered in churches, Bible Colleges, and Christian Ministries as well.

The MINISTRY LEADERSHIP INSTITUTE was recently established as a **partnership** with **Churches** and **Christian Missions** so that the believers and prospective ministry leaders can be well prepared for various ministry roles through deeper levels of spiritual growth, adequate theological understanding, and training. And the believers do not leave their local churches while taking these courses offered in their area. The parent organization, INTERNATIONAL DISCIPLESHIP MINISTRIES, is incorporated in the U.S.A. as a non-profit organization with tax-exempt status

The five courses of about **100 hours** of systematic instruction that make up the core curriculum may be taken in 36 *three-hour* sessions - in 36 weeks (with one session a week) or in **18 weeks** (two sessions a week). Alternatively, they may be taken in 27 days (4 hours/day) spread out over a semester.

The tuition is attractively low. It is the desire of the Institute that the maximum number of people take these courses. Any church or Christian mission can expect to get rich dividends as the members and prospective ministry leaders are prepared for ministry roles in the church as well as at a personal level. This is a very valuable 4-month investment that can be made.

(A list of the Course Lessons and a set of sample lessons from the five courses are available for you to look at. As a pastor or missions leader you may also receive sample copies of the teaching manuals for the courses).

For further information please call the Institute at (858) 592-9394 or write to or Dr. T. V. Varughese, 12097 Calle De Maria, San Diego, CA 92128. EMAIL: tv.varughese@sbcglobal.net.

STUDY OF GOD'S WORD FOR

DISCIPLESHIP / MINISTRY TRAINING

THE TWO PARTS

STUDYING BOOK BY BOOK	STUDYING TOPICALLY
<p>Can learn the full content of God's Revelation to us in the way it is presented in His Word in order.</p> <p>Can learn the historical facts in sequence.</p> <p>The teachings of Scripture can be understood in its textual context.</p> <p>Applications are easy to recognize.</p> <p>There are applications for all in any passage</p> <p>Will prepare the student for topical study later.</p>	<p>Can focus on topics of importance to Christian life and doctrine.</p> <p><u>Growth-oriented study for Discipleship step by step possible.</u></p> <p>Study can be based on the teaching of the entire Bible on the subject.</p> <p>Gives Biblical counsel on matters that need immediate attention.</p> <p>Systematic study of Theology possible.</p>
<p><u>THROUGH</u></p> <p>SERMONS</p> <p>PERSONAL DEVOTIONAL STUDY</p>	<p><u>THROUGH</u></p> <p>CHRISTIAN EDUCATION COURSES</p>

20/20 Gospel

In these busy days, brief Gospel presentations are preferred over detailed presentations. The question, however, is: Can a person obtain an adequate understanding of Salvation in five minutes? In half an hour? To answer, we must look at the way the Gospel is presented in the Bible. Where in the Bible is the Gospel presented in detail?

The four Gospels - Matthew, Mark, Luke, and John - are obviously books that bear the title *Gospel*. Turning to one of them, namely the Gospel according to John, we read about the primary purpose of the Gospels:

"Jesus did many other miraculous signs in the presence of His disciples, which are not recorded in this book. But these are written that you may believe that Jesus is the Christ, the Son of God, and that by believing you may have life in His name." (John 20:30,31).

So the four Gospels present Jesus as the Christ, the Son of God. This is a key truth on which the Gospel is founded.

The Gospel books average about 22 chapters. Since they are parallel (but complementary) accounts of the life and ministry of Christ, at least one of them must be included in the study of Salvation.

However, the four Gospels do *not* give a systematic explanation of the Plan of Salvation. We must look elsewhere for that.

Romans - the fifth book of the New Testament - is where we find the systematic presentation of the Plan of Salvation. The apostle Paul wrote this theological treatise as a letter to the church in Rome. Why? Because he realized that no apostle had founded the church in Rome. He therefore wanted to give this church a strong foundation based on a deep understanding of Salvation. The first 10 chapters are devoted to the theology of Salvation.

Hebrews, with its strong Old Testament background, is another book where the Gospel is explained in detail. The author of the book goes over the elementary principles of the Christian faith in the first 10 chapters, explaining the atoning work of Christ for our Salvation and His priestly work. Without this strong foundation, a young believer cannot grow to maturity (Heb. 5:11).

This is why a study of all the issues of salvation should be based on at least one of the four Gospels (about 20 chapters), the book of Romans, and the book of Hebrews (together 20 chapters). That is the 20/20 Gospel.

The Gospel course *Discover the Good News* (with 5 lessons) is based on these portions of Scripture.

EVANGELISM & DISCIPLESHIP

FOUNDATION COURSES

For Christian Commitment, Growth, and Training

Course I

**DISCOVER THE
GOOD NEWS**

Foundation of SALVATION

Introduces a person to Christ, and explains the Plan of Salvation in depth.

(No Christian background needed)

Prepares a person for commitment to Christ.

5 Lessons

God and the Good News
Key to Love and Peace
Key to Total Health
Key to a Perfect World
Key to Eternal Life

Supplementary Topics

*Follow-up plan
Steps of Evangelism
Reasons for the Christian faith
Answering Common Objections
Evolution vs. Creation
World Religions:
Hinduism, Buddhism, Islam
Roman Catholicism
New Age Movement
Principles of Effective Teaching*

Course II

**FIRST STEPS
IN THE NEW LIFE**

Foundation of GROWTH

Learning the First Steps in the Christian Walk.

It also completes the study of salvation.

Prepares for advanced discipleship courses.

5 Lessons

Holy Spirit Our Helper
Prayer
Devotional Bible Study
Full Salvation
The Church and the Believer

*Follow-up ministry
Devotional study of 1 John
True Worship
Christian Fellowship
True Church
Message of Romans
Message of Hebrews
Bible Overview Charts*

Course manual, Teacher's Presentation manual, Presentation tools (PowerPoint) available for each course.

Course III

**CHRISTIAN
EVIDENCES**

Foundation of BELIEFS

Knowing Why We Believe (Apologetics)

Reasons for the Christian beliefs about God, Christ, and the Bible.

Strengthens Christian convictions, protects against false views, gives boldness in witnessing.

8 Lessons

Bible Books Overview
Accurate Knowledge of God
Credibility of Gospels
Jesus: Son of God, Christ
Authority of the Bible
Accurate Bible
Interpretation vs. Cults
Evolution vs. Creation
Answering Objections

*Views about God
Sources of the English Bible
Early Bible Manuscripts
Liberal Theology
Creeds of the Church
Roman Catholicism*

Ministry Leadership Institute's

ADVANCED GROWTH & EQUIPPING COURSES

for

Discipleship & Ministry Leadership

Course IV

GROWING TO MATURITY

(30 hours)

*Covers key Christian Growth Topics
Christian Doctrine.*

The Attributes of God & Loving God
Lordship of Christ & Discipleship
Nature of Man & Spirit-Filling
The Law and the Gospel
Marks of Spiritual Maturity
Faith
Temptation & Growth
Satan & Spiritual Warfare
Problem of Evil & Suffering
Our Glorious Hope
Qualities of Love
Loving God

SUPPLEMENTARY TOPICS IN THE TEACHER'S MANUAL

Evangelical Bible Doctrines
The Trinity
Calvinism, Arminianism & the Bible
Christ and Our Sanctification
Eschatological Issues
Fruit of the Spirit
Armor of God

Course V

KINGDOM LIVING & MINISTRY (30 hours)

*Covers Special Topics on practical life & and
Ministry. Includes usual counseling topics,
ministry topics, and leadership.*

Building Relationships, Communication
Courtship, Marriage, Family
Christian Sex Ethic
Stewardship
Knowing God's Will
Spiritual Gifts
Witnessing
Spiritual Leadership

Courses developed by
Dr. T. V. Varughese

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Course I

DISCOVER THE GOOD NEWS

Scope

This is the Evangelistic Bible Course in 5 lessons. 10 hrs.

For Whom?

No Christian or Bible background needed.

Excellent for **internationals** with other religious backgrounds who are seekers.

Ideal **also for those making commitments** in response to altar calls etc. Often they lack sufficient understanding of salvation at that time. It is important that they obtain an in depth understanding of salvation before they proceed to further courses on discipleship.

It is also suited for obtaining **training** in the use of this course. Older Christians interested in teaching this course should first go through it to become familiar with it. The lessons are **ready-to-teach** and fully **transferable** with Teaching Manual that has additional Resources for the Teacher.

Why Effective

The course **combines** the Plan of Salvation with getting introduced to Christ.

This is important since the crucial step in salvation is commitment to Christ. Upon understanding the plan of salvation, the student should have sufficient confidence in the Person of Christ in order to make this commitment. Note that internationals may not have adequate prior knowledge of Christ. (Most Western presentations only cover the Plan of salvation, and that too, briefly)

The course has unparalleled **breadth** (relates to various religious, cultural, and philosophical backgrounds. This is important for internationals)

It has also challenging **depth** to meet the intellectual and educational backgrounds of internationals. This depth is suitable for any one from high school to doctoral level!

The Gospel is presented with the greatest **clarity**. Every concept is clearly presented, assuming no previous Christian background. Original diagrams and illustrations clarify concepts.

It is presented with **sensitivity** to various religious backgrounds, dealing with the issues and difficulties they have in understanding Christianity, while not causing unnecessary offense to their faiths. For example, the concept of God is introduced *following* the basic questions on life as Creator. This starts where they are. Other faiths do not have always the concept of God as personal or holy. So we do not start at the usual Western level of presentation.

The presentation is in a careful **sequence** of discovery, introducing concepts in a *gradual* manner suited to their level of understanding. (For example, the death of Jesus is presented only in the third lesson)

Since the succeeding discipleship courses 2, 3, and 4 build on this course, this course gives a strong **foundation** for discipleship. (It is NOT a good idea to follow this course with OTHER discipleship courses, since they may not be designed as building up on this thorough Gospel presentation).

The **response** to this Gospel Presentation by Internationals has been almost **100%**.

Organization

The lessons are based on Gospel **passages** that involve an encounter with Christ. This offers insight into the *claims* and *character* of Christ.

The Plan of Salvation is introduced in a *progressive* way using a key verse in each lesson, and studying other Scripture passages (esp. Romans).

LESSON CONTENT

In lesson 2, the AVAILABILITY OF FORGIVENESS is introduced.

In lesson 3, the BASIS OF FORGIVENESS is introduced.

In lesson 4, the FACT OF SINFUL HEART is introduced.

In lesson 5, the SPIRITUAL BIRTH FOR NEW HEART is introduced.

Lesson 1 introduces the student to the three ways of knowing God, the Source of the Good News, showing that Christ is the full and direct revelation of God. This offers the rationale for beginning the study with the Gospels, and avoids criticism of other religious views and philosophies.

(Note: Two other issues related to salvation - Holy Spirit's role, and the legal aspect of Justification - are covered in the follow-up course FIRST STEPS)

Each lesson has complete

Student's Study Questions
Full Lesson Content for Reading & Review
Presentation Version for the Teacher
Additional Notes highlighting certain aspects

These are in the **Course Manual** and the **Presentation Manual** available to those who have completed the course, as well as to teachers.

The lessons are **ready-to-teach** and fully **transferable**. A person who has gone through it should be able to go over the lessons with others. Thus it is an **equipping tool** that causes multiplication.

In addition, the courses are supplemented with **presentation media** in the form of *PowerPoint* presentation using computer and TV (or projector)

The **presentation version** of the lessons for the teacher has the full script of the interactive talk with the audience to guide them from question to answer. (This part is NOT in the Course Manual).

The **Course Manual** also has a rich potpourri of **Additional Resources** designed to give the student and teacher the needed additional knowledge for a fuller understanding and needed preparation for teaching the course.

Course II

FIRST STEPS

Scope

This course teaches the new Christian the **first steps** in the Christian Walk. 10 hrs.

For Whom?

Primarily for the **new Christian** who has completed the Evangelism course I and has made a serious commitment to Christ. The course builds on the Gospel presentation in Course I, so it is important that the student going into this course has the background of course I.

It is also a **training** course for those teaching the Evangelism course since they are immediately responsible for the follow up of the new Christian. It is like the would-be mother learning in advance about how to feed and take care of the baby when it arrives.

Organization

The new Christian, like a newborn baby, needs the **power** to overcome the enemy and to **grow** spiritually. The first lesson introduces the new Christian to the Holy Spirit as the Helper who begins to indwell the believer at the moment of Conversion and helps the spiritual baby WALK. This lesson, therefore, introduces the **sanctification** aspect of salvation.

Lessons 2 and 3 teach about **communicating with God** through Prayer (baby TALK) and about daily devotional study of the Bible for **spiritual food** (baby EAT)

Lesson 4 completes the study of salvation by introducing the student to the *legal* aspect of **Justification** by faith, and gives the full picture of Justification, Sanctification, and Glorification (Salvation in 3 tenses). A crucial lesson!

Lesson 5 shows the student the role of the **local Church** in the believer's growth, and invites the student to make a commitment for continued discipleship under the care of a spiritual leader. Joining a care group/fellowship is part of this commitment.

Why Effective

The lessons emphasize application and **practicing** of them as regular **growth habits**. There are assignments to help build these. They show the need for commitment to be part of a growth group, and why it is important to take advanced discipleship lessons.

It is very helpful that each person taking the lesson is linked up with an older Christian who can meet with the student to go over the assignment before the next lesson.

Additional Growth Resources

A 20-day devotional study of 1 John is provided, along with overview charts of the Bible to assist in a fast reading through the Bible. More resources are provided in the Complete Course Manual for this course.

As in the first course, this course also has **PowerPoint** and **Video** presentations available for teaching.

Also available to the teacher is the **Presentation Version** of the course

Course III

CHRISTIAN EVIDENCES

<u>Scope</u>	<p>Apologetics course covering the Reasons for the Christian Beliefs about God, Christ, and the Bible.</p> <p>Also answers common objections to the Christian Faith including evolution/creation issue.</p>
<u>For Whom?</u>	<p>For the new and older Christians. (High school and up educational level). Normally following the follow-up course FIRST STEPS. But it could be taken as a stand-alone course as well. Takes 18 hours.</p>
<u>Why Important</u>	<p>Necessary for establishing the young believer in the faith. Knowing the reasons for belief is important for strong Christian commitment in the face of adversities, attacks of critics, and false teachings of cults at this vulnerable time in the new believer's life. It is also important for having boldness and effectiveness in witnessing.</p>
<u>Organization</u>	<p>Begins with the study of the Accurate knowledge of God showing that only the Biblical concept of God as Creator is worth taking seriously. The two avenues of knowing the truth about the Creator are: General revelation in nature (Scientific investigation of Creation), and God's Revelation in history, especially in Christ. This leads to examining the Credibility of the Gospels. From there it goes to show that Jesus is the Christ, the Son of God. In the next lesson, the authority of the Bible is established based on the authority of Christ as Son of God. The principles of interpreting the Bible are covered next, which shows where the cults have gone wrong. The scientific case for Creation is covered next. The final lesson covers answers to common objections raised against the Christian faith. The sequential development of the topics should be obvious.</p>
<u>Why Effective</u>	<p>Care has been taken to present these apologetics lessons practically useful lessons rather than pure academic treatment. These lessons are ready-to-teach and fully transferable. It is easy-to-understand apologetics.</p>
<u>Resources</u>	<p>Student's Course Manual including the Student's study lessons and articles on a wide variety of related topics for supplementing one's knowledge.</p> <p>Also Presentation media using PowerPoint.</p> <p>Teacher's Presentation Version of the lessons.</p>

Course IV

GROWING TO MATURITY

(Courses I, II, III are **Foundation Level** courses in discipleship. Course IV is at the **Advanced Level** (or Ministry Leadership level).

<u>For Whom</u>	For believers who have completed Courses I and II (Course III is not a prerequisite).
<u>Scope</u>	<p>Since course II is about the First Steps in the Christian walk, it does not cover the deeper Christian doctrines. But one who wants to go on to maturity (Heb. 6:1-2), needs to know the deeper doctrines of the Christian faith and should have a deeper spiritual walk. This course has lessons to help in both aspects. This is definitely the course that bridges the gap between the baby level and the mature (leadership) level.</p> <p>Any one who is in leadership level should have the understanding provided in this course. These can be spiritual leaders in the church such as Sunday school teachers, home fellowship leaders, and so on. But also remember that every dad and mom is a spiritual leader in the home! It is unwise and dangerous to put people in spiritual leadership levels without this advanced level knowledge of the Christian faith (and resulting walk).</p>
<u>The Lesson Topics & Organization</u>	<p>The Attributes of God is a natural first lesson, beginning with God. Since the essence of discipleship is following Christ as Lord, the Lordship of Christ is introduced early as a key lesson. (This topic is given little or no attention these days!). Lordship and Spirit-filling are related, hence that lessons follows. You can see the Trinity in these lessons.</p> <p>The key topic of this course is Maturity. The marks of maturity as Faith, Hope, and Love (as made clear in the New Testament) are introduced. The rest of the lessons develop these three virtues, starting with Faith. Hope, for example, is related to Faith. Love, as the fruit of Faith, is related to the Fruit of the Spirit. The Problem of Evil and Suffering is dealt with at an advanced level. The study of Temptation and Satan are related topics.</p> <p>Naturally, this course is lengthier, taking about 32 hours.</p>
<u>Why Effective:</u>	<p>The deeper theological knowledge provided in this course is in the context of discipleship. They are not in the format of essays on theological topics. Hence the lessons are ready-to-teach and fully transferable.</p> <p>This course, along with the previous course, does give the theological foundation for spiritual leadership roles. (Counseling topics essential for leaders are covered in course V).</p>
<u>Course Materials</u>	As in other courses, there are Student's Manual with many additional articles as well as Teacher's Manual with Presentation Version for the teacher, and PowerPoint presentation.