OPEN DOORS PASTOR’S GUIDE

READ THIS FIRST
FINDING YOUR OPEN DOOR

Congratulations on starting an incredible journey in the life of your church. Before you move forward, here are the first steps to maximize your Open Doors experience.

1. Get familiar with the material in your kit and resource page on the website.
2. A summary of the Open Doors coaching from Doug Turner is part of the resource material. Explore the possibility of using the experience Doug can bring to your Open Doors campaign.
4. Order the Small group curriculum and Participant’s guide for each small group. Also, order copies of the Devotional Guide for each adult in the church.
5. Read the Field Guide for an overview of the Open Doors campaign.
6. The Pastor’s Guide and Campaign at a Glance documents give more detail for the Open Doors campaign and more detail to the Field Guide material. This material will give direction and definition to the action steps you need to take.
7. Use the Leadership team descriptions to help you enlist the strong volunteers who will be the core of the Open Doors campaign.
8. Begin to identify the ministry opportunities you want to spotlight in Open Doors. Remember John Ortberg’s main them of “All the Places to Go...How Will You Know”: “An open door is the great adventure of life because it means the possibility of being useful to God. The offer of it, and our response to it, is the subject of this book.” As a church, how can you facilitate open door ministry to engage more people in this great adventure?
9. Prepare your heart as a leader. Pray for God to make you an encourager and a facilitator. Open Doors can catalyze new ministry as you tap into the gifts of those in your church. What would your church be like if you not only prescribed ministry options but you also empowered others to find new open doors?
10. Leverage the talents and gifts of others. Don’t do any job in Open Doors that a volunteer or staff member could do. Delegate authority so others will have the same ownership in the outcome as you do. At the end of the journey, it won’t simply be “your” campaign, but it will be “our” campaign.
The Destination Determines the Quality of the Journey

The quality of the journey is ultimately defined by the destination. If you want to simply give people a job at the church and that’s your destination, then your methodology will match that goal. If, on the other hand, you want to raise up people who experience God, to stretch and grow people in their faith, to make this about something transcendent and noble and not simply mundane and rudimentary, if you want people to experience a deep sense of calling in their souls and more than a household chore, if you want this to be about heart and not simply guilt, if you want this to be about God and not simply getting warm bodies, then you will need to define your destination first. “To be useful to God” may seem understated until you unpack the privilege we have.

Take Away: Set your personal GPS for a spiritual destination now. Don’t settle for simply coercing people into a job, but to clearly set coordinates for experiencing God. Commit to encourage others to make decisions out of a prayerful struggle to seek God in every response. “Seek first the kingdom of God and His righteousness, and all these things will be added to you.” Matthew 6:33

Pull or Push Experience

With a clear destination, the journey becomes more of a pull experience than a push experience. While it may be an oversimplification, push and pull is a marketing concept that describes how consumers are motivated to buy a product. In a campaign, the concept shows how a compelling vision and rewarding experience will draw your congregation to that destination. Once people really grasp the vision, your leadership does not really need to get behind this so you can push everyone forward (talk about heavy lifting! That probably makes you tired just thinking about it). Instead, you communicate and demonstrate the spiritual destination in such an appealing manner that the destination has a strong gravitational pull for
the congregation. In that way, your journey becomes something of a quest. A quest is a response to a call. We are strangely drawn to a place, regardless of difficulty, to experience something that is truly transformational.

With Open Doors, your great focus is opening doors for others. Compel them to walk across the threshold of change and you will pull open doors that have been barriers; you will pull open doors otherwise that seemed shut and locked. You will open doors for new discovery.

Action Steps for a Pull experience versus a Push experience:

- Engage others through prayer and discovery. At its core, this process is more about deepening relationships than meeting needs. People will be drawn into the journey. They discover something unique about God and connect more deeply in community with others in the congregation. Campaigns give you the “Power of One.”
  - One Vision—a shared, common future together.
  - One People—a platform for “we time” more than “me time.” Open Doors will cut across all the ministry silos in the church and build a platform on which to stand as one people.
One Moment in time-It has been said that procrastination doesn’t mean I’m not going to do something, it just means I’m not doing it today. You have a shared moment for today to be that day. Move...now!

- Don’t shy away from pulling with Inspiration. Some pastors are hesitant to reach high to inspire for fear that it will be misconstrued as manipulation. Be willing to move people with passionate communication grounded in spiritual truths.

- Pull in one direction with stories. We will address this more fully later, but you must be willing to tell your story. It should be about faith, risk, heart, and sacrifice for a dream. A willingness to be transparent will encourage others to do the same.

- Pull by connecting to heart as well as head. Giving to a cause is by definition a visceral decision. Throughout the journey, people need to know and be informed, but more importantly, they need to feel and empathize as well. No one should make a decision out of sheer emotion, but no one should make a decision void of emotion either.

- The push experience is dominated by bullying people into decisions. It is a leadership that tries to shout down the emotional roadblocks that all of us may have. On the other hand, the pull experience acknowledges those fears and gives a safe place for people to process and overcome.

- When you give people permission to carefully examine the vision, you create a pull environment. They realize you are not presuming on their commitment. If people process a commitment through a pull approach vs. push approach, you are much more likely to avoid people responding out of guilt. Not only will they fulfill their commitment to the campaign, they will be happier doing so.

Open Doors Conversational Moments

What are the primary settings to create conversational moments in your campaign?

1. Open Doors Leadership team-Theme: Ministry options in our Church.
   a. Write the Open Doors case and share it with the LT.
b. Leadership team meeting 1-In the first Leadership team meeting, give out the case. Consider having the LT sit around tables of 8 to 10 team members. It is recommended that each person remain at the same table and group throughout the process. This allows the groups to grow together in the process and create a deeper sense of community. Have each table discuss the case. Possible questions to seed the conversation:

   i. When you read the case, what energizes you? What is meaningful to you?
   ii. When you read the case, any concern? Is anything missing? Is the case clear? If not, how can we give greater clarity?
   iii. How has God used our church in your life?
   iv. What Open Door ministry would I walk into if I had the opportunity? Emphasize the ministry can be one the church already is doing or one not yet in place. What has held you back in the past? (Lack of time, lack of opportunity, knowledge, fear, etc.)

c. Encourage each team member to read “All the Places to Go...How Will You Know?”

d. Challenge each team member to find a new Open Door ministry in this process.

e. Materials for Leadership Team:

   i. Agendas for each meeting
   ii. Case for the campaign. The case should be labeled as a “draft.”
   iii. Consider video describing the ministry narrative of the church for week one.
   iv. The 14-Day Open Doors devotional for participants (Order at www.opendoorscampaign.com) and possibly provide a journal for participants to write down their experiences on the journey.
   v. Tentative campaign calendar with key events

f. Stress open communication. “Talk to us.” Help us create an open environment for communication. Encourage questions. Tell us your story and the impact this church has on your life.
Leadership Team Meeting 2-Theme: The Problems we need to solve.

A. The Leadership team reports on the progress of each team. A brief summary of work done for the campaign.

B. Ministry Story—a life-change ministry story from a team member involved in a church ministry. The story should emphasize:
   a. How the volunteer was introduced to the ministry.
   b. Rewarding nature of the ministry.

C. “Last week we explored the ministry landscape of our church. Today/Tonight we will look at creating an Open Doors environment for our church. I hope our last meeting gave you greater clarity for the ministry options we have as a church. Here are a few of the questions that came out of that discussion.” (Read and answer a select number of questions).

D. After the review, present the case for the campaign and any revisions from the previous meeting. Again, label as a “draft” edition of the case for the vision. Re-introduce the case to the group. “At this moment in our journey, here are some of the challenges we face in our community.” (Briefly explain the challenges that are the focal point of the campaign-needs that the campaign will address). In your packets, find the document labeled “A Case for Open Doors: A working draft. This document summarizes the open doors we believe God has for these challenges. Let’s take time to read the case.”

E. A few suggested questions after team members read the revised case:
   a. How can we do church better? Church, the called out ones, who can live out the incarnational truth of the gospel. What can we do better to energize people to explore ministries and get involved?
   b. Can we point to problems and create teams who will create ministry solutions for those problems? What are the problems in our community no one is solving? (Make a list of those problems and narrow those to 5 or fewer to discuss).

F. Encourage each table to discuss the problems and the hurt in your community. This isn’t the dichotomy of evangelism and social justice. It is the merging of evangelism and social justice. Reaching people at the point of their pain.

G. “We won’t solve these problems quickly. We can, however, be very intentional to address the problems. We can create dialogue to discuss how we can make a difference.”

H. Finish the meeting with prayer for God’s wisdom.
Future Leadership team meetings should involve some of the following elements:

- Updates from the teams.
- Discussion of Entrepreneur and Guardian ministry models.
- Ministry Stories-Life change of the volunteers and those served.
- Call to Action (Final Leadership Team meeting)-What is the Open Door God has in your life? How has this journey changed you?

Notes