

EQUIP

Hillview & Kintore
Leadership Development
2018 - 2019

“EQUIP THE SAINTS...”

“Christ gave the apostles, the prophets, the evangelists, the pastors and teachers, to EQUIP the saints for the work of ministry, for building up the body of Christ.”

Ephesians 4:11-12

How wonderful it is to trust that Jesus will do as he said he would: that he will build his Church ([Mat. 16:18](#)). How astounding it is to know that he uses people like us to do that. His promise began with Peter: a normal guy; a stumbling, sinful follower of Jesus. Over the centuries it has pleased God to use normal women and men filled with abnormal, supernatural passion and power from his own Spirit to do that world-changing, Church-building, Kingdom-bringing work.

Of course, that ‘building up the body’ work of ministry requires equipping. We are to ‘stir up one another to love and good works’ ([Heb. 10:24](#)). We are to ‘encourage...and build one another up’ ([1 Thess. 5:11](#)). We are to be people of multiplication; disciples who make disciples who make disciples (and on it goes).

However, we shouldn’t just assume this will happen on its own. Jesus didn’t assume it. Yes, he ministered to the crowds. Yes, he welcomed all who drew near, but he also had his seventy-two, his twelve, his three, his one. He spent a remarkable amount of his time, increasingly so as he drew near to the cross, pouring himself into these leaders who would then do the same with others (e.g. [2 Tim. 2:1-2](#); [1 Cor. 11:1](#); [Heb. 13:7](#); [1 Tim. 4:12](#)).

We have been given so much by God. We should take the gifts and the people he has given us and we should invest well. We should be faithful with the resources he’s given us and pray for multiplication and increase so that one day he might say, “well done, good and faithful [Hillview & Kintore!] servants” (see [Mat. 25:14-30](#)).

We believe that God has great work to do through this little family of faith of his. As we look to the coming years our prayer is that *Equip* might be used of God as he continues to build his Church, here and around the world.

WHAT IS EQUIP?

Equip is a new eighteen-month leadership development programme.

Our prayer is that Equip will offer a wonderful opportunity for focussed growth:

- to grow more like Jesus
- to grow in faith, hope and love
- to grow in discipleship – in a shared commitment to embrace and pass on a multiplication DNA across our family of faith, for the glory of God.

WHO IS EQUIP AIMED AT?

Hillview and Kintore are full of amazing leaders. But we need more! We're not just thinking about eldership with Equip, but small group leaders, ministry leaders, Children's Church teachers, leaders in administration, worship leaders, mission team members, pastoral carers, etc. And yes, we pray that in time through this group God might raise up future elders, preachers, missionaries and, indeed (as this work grows and develops), church planters.

We don't know where God will lead each person who comes on this course. There will be no set agenda, expectation or specific role in mind. We're just excited about the potential and the journey together.

A MULTI-LAYERED COMMITMENT

Equip is a big ask. We're not trying to add more and more hours of 'church stuff' as we know how stretched everyone is. But for those who participate, we do intend to bring significant focus to their life of discipleship. Equip will take sacrifice and ought to be entered into carefully and prayerfully then with great, earnest zeal!

We believe that any benefit it will bring will be found in the cumulative effect of the following various aspects of the programme:

- an initial launch Friday evening event
- 15 Saturday morning sessions (8:30am - 11:45am) over roughly 18 months – one every 5 or 6 weeks with a longer break over the summer
- compulsory assigned reading (Scripture and applied theology) between each session for discussion at the next session
- every participant assigned (following conversation and agreement) a suitable “Paul” and “Timothy” – a mentor and mentee – and there would be one meeting with each of these between each session
- every participant guided through an ongoing ministry development plan – finding ways to step out in faith in new aspects of service in the church
- a weekend retreat at the end of the course, sealing what God has been doing throughout Equip

Given the significance of the Saturday sessions as key markers along the journey, we would hope and expect for these (and also the weekend away) to be viewed as essential to attend. So important do we see these that we intend to take a “three strikes and you're out” approach.

WHAT'S THE PLAN?

The Saturday sessions will have the following structure:

- 8:30** breakfast
shared by rota, tidied up at end
- 9:00** reflecting on assigned Scripture for that session
- 9:30** reflecting on assigned reading for that session
- 10:00** teaching content, including roughly 30 minutes discussion and interaction throughout
a mix of Hillview/Kintore and guest speakers
- 11:00** focussed prayer and spiritual encouragement for one or two different Equip participants each session
- 11:25** closing prayer and worship
- 11:45** close

OVER 19 MONTHS, WE WILL SOAK IN THE FOLLOWING TOPICS...

- Friday intro** Understanding leadership in our family
- Session 1** Leaders love and follow Jesus above all
- Session 2** Leaders make disciples
- Session 3** Leaders commune with God
- Session 4** Leaders serve others with pastoral love and generosity
- Session 5** Leaders develop and re-create the family culture
- Session 6** Leaders rest in God, pt. 1 (knowing you)
- Session 7** Leaders stand on the shoulders of those who have gone before
- Session 8** Leaders are disciplined and full of integrity
- Session 9** Leaders trust God's goodness through suffering
- Session 10** Leaders have an eternal perspective
- Session 11** Leaders are quick to forgive
- Session 12** Leaders care for the poor and marginalised
- Session 13** Leaders live with vision
- Session 14** Leaders are intentional and courageously-normal in sharing their faith
- Session 15** Leaders rest in God, pt. 2 (knowing God)
- Weekend away** Sealed with the Spirit

WHO CAN PARTICIPATE AND HOW?

Equip is for adult members of the church or those with membership applications in process or those with clear reasons why they've not been able to join in membership, e.g. students still in membership in home church away from Aberdeen. We hope that Equip will become a core aspect of how Hillview grows and moves forward, so it's important that any attendees be fully committed to helping shape our shared life in Christ in the Hillview family. If someone is not yet a member, we hope that an invitation to Equip might form part of the dialogue that would encourage someone to pursue membership.

Regarding the makeup of the group, we want to honour our existing ministry leaders, so there will be an open invitation for each of them to participate. The Elders will also have an open invitation to attend as much of the course as they're able.

The remaining participants will be made up by the Elders seeking recommendations of potential participants from current ministry and small group leaders, then issuing invitations.

Our aim is for this group to be no larger than thirty people. We hope to learn, during this first intake, whether that is the ideal size for this programme.

The elders have considered the various ways that an Equip group might be formed, and we have grappled with the delicacies involved in each intake model. We see this first session as a great opportunity to learn for the future and we're eager for your feedback.

If you have any questions or comments please [get in touch](#).

May God continue to build his church.

EQUIP

HILLVIEW 
COMMUNITY CHURCH

 **KINTORE**
COMMUNITYCHURCH