

# Practical Ministry Skills: Ministry to Men



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## Leader's Guide

*How to use "Ministry to Men" by BUILDING CHURCH LEADERS in your regularly scheduled meetings.*

*Welcome to BUILDING CHURCH LEADERS: Your Complete Guide to Leadership Training. You've purchased an innovative resource that will help you develop leaders who can think strategically and biblically about the church. Selected by the editors of Leadership Resources and Christianity Today International, the material comes from respected thinkers and church leaders.*

"Practical Ministry Skills" is completely flexible and designed to be easy to use. Each theme focuses on a practical area of church ministry and includes brief handouts on specific aspects of that ministry. The handouts give a succinct and practical overview of the issues most relevant to your goals. You may use them at the beginning of a meeting to help launch a discussion, or you may hand them out as brief primers for someone new to a particular ministry.

This special theme is designed to help equip anyone engaged in ministry to men be effective in their tasks. You may use it either for a training session or to give individually to key people involved in men's ministries. Simply print the handouts as needed.

For example, get ideas on what kinds of activities appeal to men, see "What it Takes to Reach Men" (pp. 3-4). To help understand the process of launching and sustaining a men's ministry, see "Building Momentum" (p. 7). To understand how to structure worship experiences to appeal to men, see "Worship Is Not for Wimps" (pp. 10-11).

We hope you enjoy this theme as you build a ministry that can galvanize the men of your church into becoming better fathers, husbands, sons, and followers of Jesus.

Need more material, or something on a specific topic? See our website at [www.BuildingChurchLeaders.com](http://www.BuildingChurchLeaders.com).

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## What It Takes to Reach Men

*The local church is an ideal place for men to learn and grow in fellowship.*

Isaiah 54:2

Several years ago, I watched a local television talk show about men who had attended a seminar with Robert Bly, author of *Iron John*. I thought, *Now I'll get to see what the men's movement is all about*. But I was struck by how confused the men appeared as they shared their stories of disappointment and pain. As I saw what was happening, a dream began to take shape: Wouldn't it be great to gather a hundred guys who enjoyed being men? And wouldn't it be great to do it in the local church?

### Right Time, Right Place

Not knowing where to begin, I decided to preach a series on the family and to start with men. What began as three messages turned out to be eight. As an aside, on the last Sunday, I said, "I'll be here at the church next Saturday morning at 9:00. If you're a man and you're interested in discussing more on what it means to be a man, show up then, and we'll talk some more."

I expected maybe 10 or 12 guys. The next Saturday, 300 men showed up. I was flabbergasted. We stayed till noon, and before everyone left, I said, "We're going to start a men's ministry. You're telling us that much."

### Prepare, Prepare, Prepare

In creating a ministry to men, we did not want a false start. Something substantive would take leadership. I prayed and committed myself to find two or three lay leaders with the vision. Two guys in their upper 30s, who were best buddies, emerged.

The fall before our January kickoff, we invited 15 men to a series of planning meetings. We felt the best way to motivate a man is was to point to the high ground and say, "That's what the Lord wants of us, and none of us is there yet. Let's lock arms, lean into the wind and climb that mountain together."

We didn't want to heap guilt on men or pressure them into accountability groups. The key for us was affirmation and acceptance: let's learn to be men together.

### Tuesday Meetings

At the end of our opening weekend, we announced, "We're going to get together every Tuesday morning at 6:15 at the church." In our planning phase, we had decided to funnel the men into smaller groups, but we wanted to offer them freedom to make that decision at their own pace.

From 6:15 to 6:30, men arrived and hung out, ate doughnuts, and drank coffee. From 6:30 to 6:55, an instructor, usually another staff member or I, taught.

After the 25-minute talk, we dismissed the group, giving the men four options:

**Leave.** Some men needed to get to work; others were not yet comfortable with the intimacy of a smaller group.

**Attend a newcomers' group.** This is an informal time when men get oriented to the group, meet leaders, and ask questions.

**Attend a "Bull Pen."** These are informal groups (10 to 15 men each) offering the opportunity to discuss the morning's topic. Each group has a leader with prepared questions from the morning's talk.

**Join a 4-A team.** These groups, which stress acceptance, affirmation, accountability, and authority, have two to five men meeting once a week (on Tuesday mornings or at another time). This is clearly the next level of commitment, and we want all our men to end up here. The goal is to become accountable with the other members of the 4-A team. The understood rule: confidentiality, which allows men to talk about tough issues.

## MINISTRY TO MEN

### Learning to Swim

Several principles helped us in the early days of our ministry:

**Model both failure and conviction.** Father failures, leadership failures, husband failures—every man can identify with failure. Men’s ministry leaders must be able to say, “Here’s what happened to me. I often blow it.” But transparency isn’t enough; you’ve got to model open conviction—the commitment to grow beyond the failure and in Christ.

**Know the men you’re trying to reach.** We continually remind our men that we want them to move to the 4-A teams, but they might need to test the waters, and they might not end up staying on the first 4-A team they choose. Some men’s ministries, however, demand much higher commitment up front. The difference in commitment is the result of a difference in culture. A more white-collar congregation might rise to an up-front call for high-level commitment; as CEO-types, they’ve been taking on challenges their entire lives. But for other congregations, an approach where men are allowed to proceed at their own pace seems to work better. Each church needs to evaluate its locale in order to create the right program.

**Ease men into deeper relationships.** We tell the men in our 4-A groups to temper their expectations, that it is not a miracle group. At the beginning of each new group, we suggest that the men make a list of four questions, personal and specific, they want to be asked each week. Then, they may hand that list to someone in their group the next time they meet. This helps to short circuit the awkwardness that can plague the early stages of intimacy. And it allows for those incredibly bonding “Oh, you too? I thought I was the only one” kind of moments.

**Speak to their issues.** Men need to hear about men. We try to speak to the issue of fathering, for example. Such stories provide the foundation for other men to ask questions about their fathers and how they’re fathering.

**Train leaders.** We believe the leaders of men must be confident of their masculinity. Our leaders must be able to answer, “What does it mean to be a man?” For us, the answer to that question lies in the Creation account and other key Scriptures. We believe God holds a man responsible for those near and dear to him. In addition, male leaders must be secure enough in the grace of God to share their failures because that’s what opens up the hearts of men.

### Modeling Masculinity

One man who mentored me has always doubted his masculinity. His father never approved of him, and his mother was a perfectionist. But I’d follow that guy anywhere because he’s authentic, a man who is committed in his heart to do right by God.

That kind of modeling gives men permission to be men. They want to know it’s not only okay to be a man; it’s critical to be a man. That’s what it takes to reach men.

—STU WEBER



## Big and Strong Men's Groups

*Focus on all-male fellowships gives men an entry point into the church.*

Psalm 55:13–14

Over the past two decades, the all-male fellowship has made a comeback in the local church. Thousands of congregations report the men's fellowship is a vital element of the total program and the entry point for many new men into the church.

### Reasons for the Increase

- ◆ **Organization.** Excellent planning has been going into the creation of the new groups. The United Methodist Men, for example, organized around a three-point purpose of fellowship, outreach, and witness rather than simply “getting together once a month.” In general, the greater this emphasis on outreach or on a distinctive purpose, the stronger the men's group.
- ◆ **Belonging.** The men's group provides a sense of belonging to match that offered by other specialty groups in the church.
- ◆ **Larger churches.** The gradual movement toward larger congregations requires an improvement in the quality of group life in the church. The men's group is one response to that need.
- ◆ **Societal changes.** The shift away from the overwhelming family orientation of society has created a need for a group the single adult male can join without feeling out of step because he does not have a wife.

### What Makes Them Thrive

A review of vital men's groups in churches reveals a series of characteristics that stand out repeatedly.

- ◆ **Mission.** The strongest men's groups have a clearly defined purpose of mission or service. It is rare to find a strong group built solely around entertainment, fellowship, and recreation.
- ◆ **Leadership.** The strongest groups usually benefit from the leadership of two to four men who have made this a high priority in their own lives. Frequently these leaders have a strong entrepreneurial spirit; they are self-starters, persistent, and follow through on the details.
- ◆ **Pastoral support.** The strongest groups usually enjoy the unreserved support of a pastor who believes in the men's organization and who affirms and supports it from the pulpit.
- ◆ **Larger churches.** The strongest men's groups are most likely to be found in congregations with 200 or more members.
- ◆ **Project-oriented.** The most cohesive men's groups usually have at least one major project annually that requires people to work with their hands. This normally requires more hands than are readily available in the group. Thus the project serves as an entry point for newcomers, the young, the aged, and more introverted men. It also may offer a unique opportunity to affirm those with nonverbal skills.
- ◆ **Spiritual formation.** In one form or another, there is a strong emphasis on meeting the spiritual needs of the men and providing opportunities for personal and spiritual growth. These often take the form of Bible study, intercessory prayer, mission work trips, retreats, or weekend camping experiences.
- ◆ **Food.** The most cohesive groups eat together at least seven or eight times a year. One of the most effective ways to kill a men's group is to eliminate that monthly meal!
- ◆ **Sponsorship.** Frequently the men's group serves as the sponsor for other church organizations, such as the youth group, the church softball team, or the annual all-church picnic.

—LYLE SCHALLER



## Roll Up Your Sleeves

*Find ways to include men in the church's preaching, plans, and programs.*

1 Timothy 6:18

Most churches find they reach women and children in significantly greater numbers than they do men. The reasons for this imbalance are complex, as are the ways to right it. There are at least three steps a congregation can take to help men feel the church is also a place for them.

### Fine-Tune Teaching

Consider how the Christian message is presented in sermons, classes, and symbols of the church. With a few simple changes, more men will feel included.

A Seattle-area pastor shaped one Bible study around the personality of Jesus, looking at his words and acts to show who he is. Approximately 60 percent of the class was men.

Another pastor decided his preaching should challenge men to serious discipleship. After a message about the responsibility to show Christian love, he announced, "We need five men to volunteer to go to Margaret Draper's house and put on a new roof before that big storm rolls into our valley. I want five men to stand up right now and commit themselves."

Seven men rose. Nine men showed up the next day, and the house was reroofed before dark. Four of those seven men who stood later became leaders on the church board.

### Tailor the Church's Goals

Some churches have begun to include men in the goals they aspire to, especially by including goals that will satisfy men's spiritual hunger. Some examples:

- ◆ By our next annual meeting, we want ten mature Christian men from our congregation consistently discipling men who are new Christians.
- ◆ We want to sponsor three-day events for men twice a year. The goal: to build teamwork and lasting friendships.
- ◆ We want a reputation among the poorest and neediest in our community as the church where the men care enough to really help out.

Big goals? Perhaps. Intriguing to men? Definitely.

### Shape the Church's Programs

Become more deliberate about how programs are fashioned for men.

One church began a men's mission team. Every other year, they contact all their church-related missionaries and locate a building project that needs completing. Then they set a date and begin to recruit 12 to 20 men for the job. These men then have two years to prepare for every aspect of the project.

One Southern California church features "Contacts for Men." These are opportunities for groups of two to ten men to meet, talk about God's work, and pray for each other. They've met at the lake, the bowling alley, and the high school track.

Another church came up with an idea called "Fish & Flash." Twice a year 15 to 20 men grab their fishing gear (fish) and cameras (flash) and ride horses to the bottom of a canyon. They set up camp and spend a week together. Each gathering includes a guest speaker. Evenings are spent huddled around a campfire sharing wild accounts about fishing and tough stories about their struggles, their families, and their faith.

When congregations consciously include men in their teaching, planning, and programming, and do so with a measure of boldness, men respond.

—STEPHEN A. BLY



## Building Momentum

*How to move men on the fringe into active, focused discipleship*

Proverbs 9:1–6

In men's ministry, the natural resistance we encounter in reaching men is part of the game. Yet few ministries have as much potential to revive our families, churches, and communities. One changed man can set a family for many generations on a new course of joy, peace, and reconciliation.

### Setting Men in Motion

The key is managing momentum—overcoming inertia in men and keeping them moving. An effective men's ministry begins with a clear understanding of your purpose for men in the church. The first step is to write down what you're trying to accomplish and why. You'll gain the most acceptance by involving in this process the men you want as leaders for your new ministry.

### Draft the Design Team

Now it's time to begin building your leadership team. One way to explore potential candidates for the leadership core is to call four or five of them and inquire about their needs. Ask questions like:

- ◆ In what area of your life do you feel the most pressure?
- ◆ If our church could do one thing for you, what would you want it to be?
- ◆ What is the most valuable experience you've had at the church in the last year?
- ◆ What is the worst experience you've had at the church in the last year?
- ◆ What men in our church would command the respect necessary to help lead a men's group?

Meet with them to explain what you've learned and invite them to help you address these areas in other men's lives. Encourage these men to invite a few others to begin meeting regularly for Bible study, prayer, and eventually, strategic planning.

### We Have Ignition

Creating initial momentum is your first challenge and often consumes tons of energy by a committed start-up team. Identify men on the fringes who would be good candidates for men's ministry. These men often need a massive tank of rocket fuel strapped to their backs to get them off the ground. This is best accomplished by a purpose-driven, momentum-building event built around a topic men are drawn to. Reach fringe men by providing what they *need* in the context of what they *want*. Men respond to “how-to” things.

### What Happens After Liftoff

There are two common errors that waste momentum. The first is to attempt too little. An impressive kick-off event, without a follow-up plan, is a waste of effort. The second error is to attempt too much. Give attendees a definite next step that they can visualize themselves taking. Don't try to shift them from first gear to fourth gear.

### Keeping it Going

The greatest challenge in reaching men is, “How do we keep men involved after the novelty wears off?” Sustaining momentum depends on offering a wide variety of compelling growth and discipleship opportunities. Offer Bible studies, book studies, ministry projects, mentoring teens, accountability groups, early morning leadership development with the pastor, prayer groups, issues-oriented small groups—whatever you can imagine—to sustain momentum.

—PATRICK MORLEY





## Solid Approaches to Men's Ministry

*Choose activities and environments that strike a chord with guys.*

Job 4:3

Men's needs are the same everywhere. They want an honest place where there is no spiritual, relational, or vocational pretense. Men want a place of acceptance where they can talk about anything and everything. Once a leader decides ministering to men is his priority, he should consider the following tools I've found effective in reaching out to men.

- 1. Recreation time.** Walks, tennis, vacations, electronic games, fishing, movies, and table tennis free men for brotherly relationships. When we are free of tasks, we are better able to grow comfortable together, laugh with one another, and discover each person's uniqueness.
- 2. The working world.** Leaders usually see men only in church, where we are in control. We would, however, learn more about men by seeing them at their job sites. Only when we see them in their environments do we discover their areas of expertise as well as discouragement. The men are impressed that we care to invest the time during the week, and we become much closer.
- 3. Autobiographical retreat.** During a daylong Saturday retreat, each man has a half hour of uninterrupted time to tell anything about himself that he wants. I set the tone by confessing my life's failures, sins, healings, and values. The transparency is contagious, and soon we feel knitted together because of how much we're alike. Invariably newcomers protest, "I can't talk that long about myself." But we say, "Only because no one has listened." In the first five years of retreats, only one man has finished before his time was up. With the right atmosphere, men are eager to share personal thoughts.
- 4. Marriage retreats.** Men feel less adequate in their marriages than in any other area of their lives. They are shy in asking for help. Thus, my wife and I take couples on weekends where we openly discuss our struggles, our growing intimacy, and how we work hard to keep our relationship fresh. My practical sharing from my own pilgrimage is an important step giving men permission to ask for help.
- 5. Being specific.** Men want to know how a thing works, not a litany of sales promotions. Whether it is a new car, a job, or a relationship, men want practical helps. Consequently, I share the how-to's of relying on Christ, resisting the Devil, being intimate with one's wife, counseling, discipling, and other ministries. Each man immediately applies the teachings to his life. Supportive accountability is provided for his expressed goals, which he alone establishes. Men respond well in an environment where all the brothers are applying the Word specifically rather than hiding behind abstract propositional truths.

I am convinced that men want a gospel with teeth, but not one that bites. They want to be stretched, yet they need an environment of grace, liberation, and Christ's authentic power. By challenging them to be honest and equipping them for ministry, they are becoming responsible leaders and witnesses in their homes and jobs. The results are thrilling: they are becoming deacons, teachers, disciplers, evangelists, elders, small-group leaders, worship leaders, and ministry coordinators.

—CLIFF STABLER





## Guy Talk

*Men will talk about spiritual matters, if the setting is right*

Acts 17:21

Church leaders can feel frustrated in their efforts to minister to men, because men are reluctant to talk about things spiritual. This problem, however, is not insoluble; many leaders have found effective ways of reaching men and building their commitment to Christ.

### One on One

If getting men with men is important, so is going man to man. That's certainly one of the strategies of Mike Marcey, pastor of Naperville (Illinois) Presbyterian Church. He organizes one-on-one or one-on-two discipling programs to minister to men. He sets up structured opportunities for man-to-man discipling. Bufe Karraker used a similar approach at Northwest Church in Fresno, California: "We try to reach men one at a time, not in herds," he said.

### Less Structure, More Filling

In my last church, the only function designed solely for men was our Wednesday morning breakfast. The planned spiritual content amounted to the opening affirmation, which we recited together: "This is the day the Lord has made; let us rejoice and be glad in it." After that we settled into breakfast and discussed home repairs, ball scores, and politics.

These men gathered first because they wanted simply to be with other men socially. Second, although they wanted to grow in faith, they didn't want this occasion to be highly structured. They got enough structure from their jobs and sufficient spiritual input from worship, Bible studies, and daily devotions. They wanted to discuss faith, but only if and when it came up naturally. So, that's how we worked it.

### Practical Makes Perfect

Although there always seems to be a handful of men who can debate for hours the finer points of Bible and theology, most churched men are more interested in learning how to live out the Christian life. They insist the content they receive make an immediate difference in how they live their faith day to day.

Marcey finds that although his men may be more hesitant than women to talk with one another about things personal, they will do it if they can see that being vulnerable makes a difference—if it will, for example, relieve stress and strengthen their faith.

### Men's Pressure Points

"Men are hurting," says Fitz Neal of First Presbyterian Church in Ouray, Colorado. "Men are desperate for quality friendships. They want to be loved, and they'll go miles to find out how." This is one reason why simply offering opportunities for nonagenda fellowship can be such a successful strategy for men. It gives them an opportunity, almost an excuse, to develop friendships with other men.

### Top-Secret Meetings

Men tend not to talk to their wives about their struggles with lust or their insecurities. But they still need to talk with someone privately, and that someone usually needs to be a man. That's why in Neal's small groups for men, his rule about confidentiality is absolute. What the men hear in the group is not even to be shared with one's spouse. If Neal discovers a man has broken the rule, he is asked to leave the group.

—MARK GALLI



## Worship Is Not for Wimps

*Real men freely and passionately praise God without concern for appearances.*

1 Chronicles 15: 25–29

Worship and praise encourage heightened activity of the Holy Spirit as men give greater glory to God the Father and the Lord Jesus Christ. Sincere worship creates an awareness of the presence of God that is desperately needed by today's confused generation.

### Exploding the Myths About Men

What we have witnessed over the past few years has blown away a major myth in the church: that today's men can't be encouraged to worship. Men will worship God with great passion and intensity when given an atmosphere of freedom to express themselves. The struggle we have is providing them with that environment of openness and encouraging them to praise God as only men can.

For the most part, worship doesn't exist in every church or men's fellowship like it does in a stadium full of men intent on forgetting everything else and focusing on God. Some of that excitement comes naturally from the size of the event, but there are things we can do to enhance our worship and to create a culture and environment of openness in our churches that will allow men—and women—to express their love and passion for God to its fullest measure.

### Singing Shepherds

The first thing we must do is establish the truth that men don't sacrifice their masculinity by lifting praise to God. We must affirm in our churches that praising God with reckless abandon is a very manly pursuit. As leaders, we must understand our importance as role models. Don't underestimate the value of giving permission, even though it may not be verbally communicated. Those of us who lead men must encourage them to sing with all their hearts and ability.

### Passionate Appearances

If your church becomes a place of worship where men can be less self-conscious, it will only take a little encouragement to get them to express it. First Chronicles 15:25–29 tells the story of when David brought the Ark of the Covenant back to the city of Jerusalem after its long absence. Great shouts and rejoicing accompanied this symbol of the presence of God as it was restored to the people. As the glory of the Lord returned, David removed his ephod and danced and celebrated. His lack of concern for what anyone thought is remarkable. He gleefully twirled, shouted, and rejoiced. At that moment, David was modeling the joy that God expresses over his people.

### Building an Atmosphere of Worship in the Local Church

When men believe that they can encounter the risen Lord in the midst of their local congregations, they will be encouraged to worship with all their hearts. The following practical steps will help you encourage men to worship.

1. *Pray for the men of your church.* Pray that the Spirit of God will draw their hearts into worship. God honors prayer that is in accordance with his will, and he clearly desires for us to worship. Don't keep your desire for greater worship to yourself. Express your heart to God.
2. *Make worship a topic of discussion and study.* Your men's small groups, Bible studies, and prayer breakfasts are good opportunities to discuss and study worship. Most men have very little knowledge and experience when it comes to a biblical explanation of worship. A great place to start is with a study of the forms of worship found in the Psalms.

**MINISTRY TO MEN**

3. *Teach men to worship as a way of life.* Worship has been isolated to the time when we gather together on Sunday morning instead of describing the fullness of what we do in honor of God before his throne. Bring men to a place where they can live a lifestyle of worship. Help them to understand the value of prayer, solitude, disciplined study, confession, and singing to the Lord.
4. *Create opportunities for men to worship in a safe environment.* Men need space. If you walk into a room of men, you'll see them spread out all over, because men function best when given room. Space is more than a physical principle. Provide a safe environment, time to adjust, and an opportunity to grow before asking too much of them. Too many leaders have failed or become discouraged because they forgot that not everyone is as comfortable as they are with singing loudly and participating expressively.
5. *Use music designed for men.* Don't expect your men to sing songs that are written for someone with a high range. Men love to hear themselves sing in big, bravado tones. Get the music down in a range where they can get to it.
6. *Identify men in your church who have musical talent and give them opportunities to use their gifts.* Nothing is more encouraging than hearing another man use his voice to the glory of God. Of course, singing is not the only form of public worship. Those who read Scripture, take the offering, preach, and pray are also participating in worship. The goal is for every person in church to participate in some way, even if they are sitting in a pew. Learn to use the men of your church to assist in the worship service, and therefore enhance their participation in the worship of our God.
7. *Challenge the men who have caught the vision for worship to encourage other men to participate.* Something happens when men worship together. Men like to know that others are involved. It is good if they are asked to participate by someone other than the leader.
8. *Make worship tapes and resources available to your men.* Let the men of your church catch the vision for worship by experiencing it in their car, home, or office. Organizations that minister to men have learned how valuable music is to the family. Many times, the same songs the men like have become the favorite music in the home. Consider picking up some of the Promise Keepers music on CD or finding some music that lifts your spirit and playing it in your home, your office, and your car.
9. *Don't get discouraged. Men don't change quickly.* You won't develop a dynamic atmosphere overnight, but it *will* happen as you establish a consistent, inspiring, open environment in which God can be glorified.

—RICK KINGHAM, from "Learning to Worship," in *Effective Men's Ministry*, edited by Phil Downer. Copyright © 2001 by National Coalition of Men's Ministries. Used by permission of the Zondervan Corporation.



## Men and Their Money

*A men's group learns valuable lessons about money, and themselves.*

1 John 3:17

I was sitting at a 6:30 breakfast with a handful of men from our congregation, and the talk was about money. Our idea was that together we could learn more of what God wanted us to do with our money. One member, who said he felt like a bruised camel trying to squeeze into the kingdom, dubbed our group the “Bruised Camels.” Perhaps the insights from our struggles can help other bruised camels and camel trainers.

### Admitting Our Needs

The Camels’ first insight was that no one has arrived; everyone on the journey toward godliness struggles with handling money. We shared where we were in our practice of using wealth faithfully and where we would like to be in five years. Every one of the Camels felt dissatisfied, wishing he could bring himself to do something else, no matter how much he had changed.

We discussed the perils of wealth and lumped them into three broad statements:

- ◆ We are all prone to idolatry, and comfort can cause us to put security in dead money rather than in a living God.
- ◆ There is danger in covetousness; our materialistically oriented society will only be satisfied with “just a little more (or better) than now.”
- ◆ The Bible warns over and over that wealth desensitizes us to the poor. In America, out of sight is out of mind.

Interestingly, we found each of us was weak at different points and often comfortably blinded to his own particular sinfulness.

### No Family Member Can Be an Island

The Bruised Camels found one issue in common: the impact on families of any change in lifestyle. We found growing conflict with wives and families as attitudes changed. Peer pressure came up again and again. Most affected were the wives. They struggled with resentment, curiosity, and even suspicion over a process that affected them deeply.

Slowly we came to realize that consensus at home had to be won through dialogue rather than imposed by fiat. That sometimes meant postponing or slowing change, but the long-term consequences of bypassing family opinion would have proven much more costly in the end.

### Healed Bruises

There came a point when further conceptual progress was impossible without acting on what we already knew. So to set priorities on the myriad demands on our money, we began to research organizations helping the poor. Our response was the creation of a “mini foundation.” Each of us contributes to the fund, and we give anonymously to prevent the biggest contributors from having undue influence. Each Camel is responsible for presenting at least one new project a year. We evaluate the possibilities, and the money is distributed each December.

### Sticking Together

Dealing sensibly with money happens best within a fellowship. We found our group helped balance the pressures of society and our tendency to rationalize. Because of that group, I eventually saw changes in the men that would have been inconceivable at the beginning. I believe we changed because over the years we felt affirmed in spite of shortcomings.

—JOHN CROSBY



## Further Exploration

*Books and downloads to help you with men's ministries.*

- 📖 **BuildingChurchLeaders.com.** Leadership training resources from Christianity Today International.
  - “Creating Community” Training Theme and PowerPoint
  - “Mentoring” Training Theme and PowerPoint
  - “Mentoring” Assessment

📖 **ChristianBibleStudies.com.** Adult Bible studies and teaching tools from Christianity Today International.

📖 **LeadershipJournal.net.** This website offers practical advice and articles for church leaders.

📖 **Men of Integrity.net.** This website features devotionals and articles aimed at men, including content from “Men of Integrity” magazine, published by Christianity Today International and Promise Keepers.

**Effective Men’s Ministry: The Indispensable Toolkit for Your Church**, edited by Phil Downer. A comprehensive handbook created by the National Coalition of Men’s Ministries. (Zondervan, 2001; ISBN 0310236363)

**How to Build a Life-Changing Men’s Ministry: Bringing the Fire Home to Your Church**, Steve Sonderman. Covers the nuts and bolts of putting together a men’s ministry. (Bethany House, 1996; ISBN 556618115)

**The Man in the Mirror: Solving the 24 Problems Men Face**, Patrick Morley. Explores how men can make meaningful changes to their lives. (Zondervan, 2000; ISBN 031023493X)

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