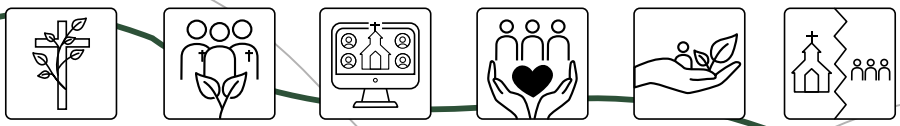
CHURCH OF THE NAZARENE
EURASIA

SUGGESTED UTILIZATION GUIDE

For the six regional GAP workbooks

A sequential framework for Field,
District, and Local Chruch implementation



CORE OPERATING PRINCIPLE
The Field prioritizes. The District equips and coordinates. The local church acts. Together, the three levels learn from results and strengthen what bears fruit.

SUGGESTED UTILIZATION GUIDE
For the six regional GAP workbooks

A sequential framework for Field, District, and Local Church implementation

Prepared for the Eurasia Region of the Nazarene
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A WORD FROM THE REGIONAL DIRECTOR

The six Regional GAP Workbooks represent the shared discernment, honest reflection, and collective wisdom of leaders from across the Eurasia Region. They were developed through listening, prayer, collaboration, and a willingness to face significant ministry realities that are already shaping the life and witness of the Church.

These workbooks are not intended to become six additional programs imposed upon Fields, Districts, or local churches. Their purpose is more practical and more demanding: to help us identify where genuine GAPs exist, discern what God may be calling us to do, and move from conversation to responsible action. The value of these resources will not be measured by how widely they are distributed, but by whether they help churches become more faithful, more responsive, and more effective in mission.

The six themes - engaging the next generation; developing leaders of Christian character, integrity, and anti-corruption; doing church and discipleship in a digital age; responding to people on the move; caring for creation and the vulnerable; and bearing faithful witness in secular societies - are not isolated concerns. They intersect with our calling to make Christlike disciples in the nations and with our responsibility to develop healthy churches that are both deep in spiritual formation and wide in missional engagement.

This utilization guide provides a clear sequence for using the workbooks at three levels. The Field identifies common priorities, provides context, and resources the work. The District convenes leaders, equips churches, coaches implementation, and monitors progress. The local church listens to its community, chooses a focused response, acts faithfully, and reports what is being learned. Each level has a distinct responsibility; none can substitute for the others.

I encourage every Field and District to resist the temptation to do everything at once. Select what is most urgent. Begin where there is ownership. Start with a manageable number of pilot churches. Learn honestly from both progress and failure. Then strengthen and expand what is bearing fruit.

It is my prayer that these workbooks will become more than records of a Regional Conference. May they help us listen more carefully, collaborate more intentionally, and act more courageously. As we do so, may the Church of the Nazarene across Eurasia bear a credible and compassionate witness to Jesus Christ in every context we serve.

Rev. Dr. Mark Louw
Regional Director, Eurasia Region – Church of the Nazarene



PURPOSE AND OPERATING PRINCIPLES

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PURPOSE AND OPERATING PRINCIPLES

The workbooks function as a shared process for discernment, action, and learning - not as six additional regional programs.

The six workbooks should be used to help churches identify their most pressing GAPs, discern God's direction, choose practical responses, and evaluate change. Their common rhythm should remain consistent at every level:

MOVEMENT	PURPOSE
Reflect	Understand the present reality, listen carefully, and name the actual GAP.
Collaborate	Identify priorities, partners, resources, and practical responses.
Communicate	Commit to action, assign responsibility, establish timeframes, and report learning.

THE SIX REGIONAL GAP WORKBOOKS

1. Engaging the Next Generation
2. Developing Leaders of Christian Character, Integrity, and Anti-Corruption
3. How to do Church and Discipleship in a Digital Age
4. People on the Move: Caring for Immigrants and Refugees
5. Caring for Creation and the Vulnerable
6. Secularism

IMPLEMENTATION DISCIPLINE

Each Field should review all six workbooks, but no Field, District, or local church should attempt to implement all six simultaneously. Select what is most urgent, begin where there is ownership, and expand only after learning from practice.

THE THREE-LEVEL IMPLEMENTATION SEQUENCE

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THE THREE-LEVEL IMPLEMENTATION SEQUENCE

A clear flow of responsibility prevents duplication, confusion, and unfunded expectations.

LEVEL	PRIMARY RESPONSIBILITY	KEY RESULT
Field	Assess, prioritize, contextualize, resource, and evaluate.	A focused Field priority with responsible leadership and support.
District	Convene, train, coordinate, coach, and monitor.	Pilot churches are equipped and supported through implementation.
Local Church	Discern, implement, disciple, serve, and bear witness.	A contextual ministry response produces visible change and learning.

SEQUENTIAL FLOW

1. The Field reviews all six gaps and selects priorities.
2. The Field contextualizes resources and equips District leaders.
3. The District identifies pilot churches and facilitates the process.
4. Local churches choose one response and implement a 90-day action.
5. Districts coach, gather evidence, and address barriers.
6. The Field evaluates results and decides what to adapt, expand, or discontinue.

FIELD-LEVEL UTILIZATION

FIELD-LEVEL UTILIZATION

The Field provides strategic focus and support without taking over the ministry responsibility of Districts or local churches.

FIELD PURPOSE

The Field uses the six workbooks to identify strategic patterns across its Districts and determine where collective Field support is required.

1. Conduct a Field GAP Review

- Review all six workbooks during an annual strategy retreat.
- Identify where each gap is most evident and which Districts are most affected.
- Note where effective ministry already exists and what cannot be addressed by one District alone.
- Determine which gap most directly affects Field strategy during the next 12–24 months.

2. Select Field Priorities

Select one primary shared gap requiring Field-wide attention and one secondary gap that may be piloted in selected Districts.

- Address other gaps only where they are locally relevant.
- Avoid turning six workbooks into six competing initiatives.

3. Name a responsible Field Leader

Each selected gap requires a named coordinator or small coordinating team.

- Next Generation: NYI, NDI, NCM, and education representatives.
- Integrity: FSC, District Superintendents, finance, education, and governance leaders.
- Digital Age: communications, media, youth, and discipleship leaders.
- People on the Move: NCM, NMI, diaspora leaders, and church planters.
- Creation Care: NCM, educators, youth leaders, and local practitioners.
- Secularism: evangelism, discipleship, education, and church-planting leaders.

4. Contextualize the Material
The Field should not rewrite the workbooks unnecessarily. It should make them usable in the realities of the Field.

- Provide relevant translations and a brief contextual introduction.
- Add examples from within the Field and identify legal, cultural, or security cautions.
- List existing resources, ministry contacts, and a simple reporting template.

5. Equip Districts
Host one orientation for District Superintendents and selected facilitators.

- Train leaders to facilitate reflection, collaboration, and communication.
- Do not lecture through every workbook; equip leaders to guide a practical process.

6. Establish Field Measures
Monitor evidence rather than activity alone.

- Participation: Which Districts and churches are involved?
- Formation: Who is being discipled, trained, or mentored?
- Practice: What has changed in actual ministry?
- Mission impact: Who outside the church is being reached or served?
- Sustainability: Is local ownership, leadership, and resourcing increasing?

REQUIRED FIELD DELIVERABLES

- A concise Field gap assessment.
- One primary and one secondary priority.
- Named Field coordinators.
- A list of participating Districts.
- A quarterly progress dashboard.
- At least two documented examples of local impact.
- A recommendation to continue, adapt, expand, or discontinue each pilot.

FIELD ACCOUNTABILITY QUESTION
What are we enabling Districts and local churches to do that they could not do as effectively on their own?

DISTRICT-LEVEL UTILIZATION

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DISTRICT-LEVEL UTILIZATION

The District is the working bridge between Field strategy and local church action.

DISTRICT PURPOSE

The District translates Field direction into practical support for local churches. It should not simply distribute the workbooks electronically and assume they will be used.

1. Form a District Facilitation Team

- Include the District Superintendent, a pastor or lay leader, and representatives from NDI, NYI, NMI, or NCM as available.
- Include a young adult and a person with communications or administrative ability.
- Ensure the team reflects the people and contexts affected by the selected gap.

2. Identify the District Priority Gap

The District Advisory Board and ministry leaders should determine which gap most affects the health and mission of the District.

- Score urgency, missional significance, leadership capacity, local opportunity, partnership potential, and the possibility of measurable progress within 12 months.

3. Conduct a Three-Part District Workshop

Use a one-day retreat or three separate meetings.

- Session 1 - Reflect: Name the gap, the people affected, root causes, existing strengths, and realities that are difficult to acknowledge.
- Session 2 - Collaborate: Identify what should be strengthened, what must change, who should be involved, and which churches could serve as pilots.
- Session 3 - Communicate: Decide what will be done, who owns each action, what will happen in 90 days, and what should be achieved within 12 months.

4. Select Pilot Churches

Begin with three to five churches rather than issuing a general instruction to every congregation.

- Where possible, include established and pioneer churches, urban and rural churches, large and small churches, and different cultural or diaspora contexts.

5. Coach Rather than Control

Provide a short monthly or quarterly coaching conversation.

- What have you attempted?
- What changed?
- What have you learned?
- Where are you stuck?
- What support is needed?
- What should happen next?

REQUIRED DISTRICT DELIVERABLES

- One District gap action plan.
- Three to five pilot churches.
- One training or equipping event.
- At least one relevant internal or external partnership.
- Quarterly reports based on outcomes rather than activities.
- An annual District learning summary.

DISTRICT ACCOUNTABILITY QUESTION

Are we helping local churches move from discussion to action, or merely adding another meeting and another document?

LOCAL-CHURCH UTILIZATION

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LOCAL CHURCH UTILIZATION

The local church converts discernment into one clear and contextual ministry response.

LOCAL CHURCH PURPOSE

The local church uses the workbook to move from general concern to focused action. The measure of success is not the completion of the workbook, but visible change in discipleship, mission, service, and Christian witness.

Who Should Participate?

The pastor should gather a team of six to twelve people that reflects the congregation and the community.

- Church-board members and ministry leaders.
- Young people and older adults.
- Parents, teachers, and professionals.
- Migrants or diaspora members where relevant.
- Community representatives and people directly affected by the issue.

> **Representation Matters**
> The church should not discuss young people, migrants, vulnerable people, or digitally active generations without involving them in the conversation and the response.

1. Meeting One - Reflect

Complete the Reflect section together.

- Describe what the gap looks like in the church and community.
- Listen to affected people and identify the root causes.
- End with one agreed sentence: «In our church and community, this gap is presently seen in...»

2. Meeting Two - Collaborate

Identify existing strengths, community assets, and possible partners.

- Generate two or three realistic responses.
- Choose one primary response that the church can own and implement.

3. Meeting Three - Communicate and Commit
Produce a one-page action plan.

- State the gap and the desired outcome.
- Name two immediate actions and the responsible leader.
- Identify the people or organizations involved.
- Set the 90-day review date and the 12-month desired result.

LOCAL CHURCH ACTION RULE
One gap. One team. One measurable outcome. Two practical actions. One 90-day review. Anything more is likely to become an impressive plan that is never implemented.

REQUIRED LOCAL CHURCH DELIVERABLES

- A representative local team.
- One selected gap and one primary response.
- A one-page action plan.
- A 90-day review conversation.
- A short report to the District describing results, obstacles, and learning.

MEASURES OF PROGRESS

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MEASURES OF PROGRESS

Use evidence appropriate to each workbook. Count activity only when it points to formation, changed practice, or mission impact.

WORKBOOK	POSSIBLE EVIDENCE OF PROGRESS
Engaging the Next Generation	Young people have mentors; youth hold meaningful ministry roles; parents are equipped; intergenerational relationships increase.
Integrity and Anti-Corruption	Financial reports are presented; leaders participate in accountability relationships; boards understand governance; mentoring is established.
Church and Discipleship in a Digital Age	A digital ministry plan exists; an intergenerational media team functions; online contacts receive follow-up; digital ethics are taught.
People on the Move	Migrants are known personally; practical needs are addressed; language or integration support is offered; diaspora believers participate in leadership.
Caring for Creation and the Vulnerable	A practical stewardship initiative is adopted; young people participate; community partnerships form; creation care enters discipleship teaching.
Secularism	Members are equipped to speak about faith; the church builds relationships outside its building; community questions are heard; credible public witness increases.

FIVE SHARED MEASUREMENT CATEGORIES

CATEGORY	QUESTION
Participation	Who is involved and who remains absent?
Formation	Who is being discipled, trained, mentored, or equipped?
Practice	What has changed in the actual behaviour or ministry of the church?
Mission Impact	Who outside the church is being reached, served, or invited into relationship?
Sustainability	Is ownership, leadership, and local resourcing increasing?

SUGGESTED ANNUAL IMPLEMENTA-TION CYCLE

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SUGGESTED ANNUAL IMPLEMENTATION CYCLE

A twelve-month rhythm that allows time for discernment, action, coaching, and learning.

TIMING	PHASE	PRIMARY ACTIONS
Month 1–2	Select	Field identifies priorities. Districts identify pilot areas. Churches form representative teams.
Month 3–4	Reflect	Complete contextual assessments, listen to affected people, and identify strengths and root causes.
Month 5–6	Collaborate	Select actions, identify partners, assign responsibility, and establish measures.
Month 7–9	Implement	Begin the 90-day action. Districts coach. Barriers are addressed quickly.
Month 10–11	Evaluate	Review evidence, gather testimonies, identify failures and lessons, and decide what should change.
Month 12	Communicate and Scale	Share results. Continue what is fruitful. Stop what is ineffective. Adapt successful practices for other churches.

ANNUAL DECISION POINT
At the end of the year, every pilot should receive one clear decision: continue, adapt, expand, or discontinue.

FINAL RECOMMEN-DATION AND ACCOUNTABILITY SUMMARY

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FINAL RECOMMENDATION AND ACCOUNTABILITY SUMMARY

The six workbooks should become a regional discernment and implementation library, not a mandatory six-part program. Their proper use depends upon disciplined focus, clear responsibility, practical action, and honest learning.

THE PROPER FLOW
The Field prioritizes. The District equips and coordinates. The local church acts. The Field and District learn from the results.

The real measure of utilization will not be how many leaders received the workbooks or attended a presentation. It will be whether churches are forming young leaders, strengthening integrity, discipling people in digital spaces, welcoming people on the move, caring visibly for creation and the vulnerable, and bearing a credible Christian witness in secular societies.

REPORTING ITEM	REQUIRED RESPONSE
Selected Gap	Which workbook or priority is being addressed?
Level and Location	Field, District, or local church; name the location.
Responsible Leader	Who owns the next action?
90-day Outcome	What specific change was expected?
Evidence	What changed, who was affected, and what evidence supports the report?
Obstacle	What is preventing further progress?
Support Need	What assistance is required from the next level?
Next Decision	Continue, adapt, expand, or discontinue?

CLOSING COMMITMENT

Use the workbooks to produce faithful action, not simply additional discussion. Begin with what is urgent, support what is owned, measure what changes, and strengthen what bears fruit.

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