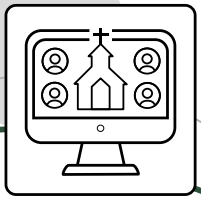
CHURCH OF THE NAZARENE
EURASIA

STRATEGIC WORKBOOK

Regional Gaps
Consolidated Master Document

Local Church Edition



How to Do Church and Discipleship in a Digital Age

HOW TO DO CHURCH AND DISCIPLESHIP IN A DIGITAL AGE

Three Day Consolidated Master Document

FOREWORD

This consolidated master document represents the collective work of leaders, pastors, educators, youth workers, communicators, and ministry practitioners engaging with **Gap 3: How to do Church & Discipleship in a Digital Age** during the Eurasia Regional Conference.

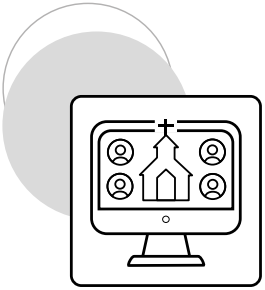
Across three days, participants reflected on the opportunities and dangers of the digital age, the changing nature of communication and discipleship, and the urgent need for churches to engage digital spaces with wisdom, holiness, courage, and innovation.

Leaders identified key challenges, explored collaborative solutions, prayed together, and proposed practical next steps to help the Church remain relational, Spirit-led, Christlike, and missionally effective in rapidly changing digital realities.

This document brings together the collective discernment of all participating groups into a single, structured workbook intended to support local churches, districts, fields, educators, and ministry teams across the Eurasia Region.

It is our prayer that the Church across Eurasia would faithfully engage the digital world with holiness, truth, compassion, creativity, and courageous discipleship.

To God be the Glory!



How to do Church and Discipleship in a Digital Age

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DAY 1

Reflect

1. INTRODUCTIONS - Who am I and why did I choose this gap?

Across all tables, several consistent themes emerged about who is speaking and why they care:

- Across all tables, people chose this gap because:
- They see moral compromise undermining the witness of the church.
- Leadership integrity is inconsistent or weak in many places.
- Corruption—financial, relational, political, or cultural—is a real and present pressure.
- They've personally experienced manipulation, dishonesty, or broken trust.
- Younger leaders lack strong role models and need guidance.
- They feel called to shape holy, courageous, transparent leaders who look like Christ.
- They want accountability, authenticity, and holiness to become normal, not exceptional.

2. CONSEQUENCES & IMPACT - What the gap looks like and why it matters

- The church risks becoming irrelevant to younger generations.
- Discipleship remains shallow or inconsistent.
- Isolation increases among youth, migrants, and remote believers.
- Online evangelistic opportunities are missed.
- Misinformation and unhealthy influences dominate digital spaces.

3. ROOT CAUSES & ENABLERS - How we got here

- Lack of training in digital ministry and communication.
- Limited digital resources and infrastructure.
- Generational gaps in expectations and habits.
- Weak systems and inconsistent communication.
- Unresolved theology around digital worship and community.

4. WHAT IS WORKING/NOT WORKING?

Working:

- Strong leaders modeling holiness.
- Accountability groups emerging.
- Honest conversations increasing.
- Transparency in some churches.
- Training programs making impact.
- Young leaders hungry for integrity.

Not working:

- Leaders avoiding accountability.
- Systems that don't support transparency.
- Shallow discipleship.
- Conflicts mishandled.
- Financial secrecy.
- Poor modeling from senior leaders.
- Corruption accepted as normal.

5. KEY CONCERNS, NEEDS, AND PAIN POINTS

- Training in digital discipleship and communication.
- Reliable communication systems.
- Digital ethics, safety, and accountability.
- Support for overwhelmed pastors.
- Affordable and accessible digital tools.

6. OBSTACLES TO CHANGE

- Technological limitations and weak infrastructure.
- Fear and resistance to change.
- Low digital literacy among older leaders.
- Weak or nonexistent digital strategies.
- Theological hesitation around digital ministry.

7. SIGNS OF GOD AT WORK RIGHT NOW

- Young leaders desiring holiness.
- Churches confronting corruption.
- Repentance and deeper discipleship.
- Mentors emerging.
- Transparency increasing in small groups.
- Communities affirming integrity.
- Leaders restoring relationships.
- Prayer and fasting movements.

8. WHAT GOD MIGHT WANT US TO DO TOGETHER

- Build relational mentoring cultures.
- Teach holiness as character formation.
- Strengthen financial/governance systems.
- Encourage confession and repentance.
- Train leaders in ethics, conflict resolution, stewardship.
- Empower leaders to resist corruption.
- Create intergenerational discipleship.
- Foster transparency and unity.
- Strengthen spiritual practices.

9. LOOKING AHEAD TO 2035 - What the future could look like

- Humble, courageous, trustworthy leaders.
- Churches known for integrity.
- Communities transformed.
- Unity instead of division.
- Strong leadership pipelines.
- Spiritual renewal influencing society.
- Youth grounded in integrity.
- Trust restored.

10. LOOKING BACK FROM 2035

- Integrity expected.
- Leaders chosen for character.
- Transparent systems.
- Mentoring pipelines established.
- Corruption confronted.
- Church trusted again.
- Conflicts handled with humility.
- Holiness lived out.
- Accountability normalized.
- Leaders visibly reflecting Christ.

DAY 2

Collaborate

1. HOW DO WE CLOSE THE GAP?

A. Character Formation

- Integrity lived out daily, not just taught.
- Leaders dealing honestly with their own sin and corruption.
- Self-reflection: “be the change” and lead by example.
- Reasonable, fair discipline where there is misconduct.
- Financial security and financial integrity for leaders.

B. Discipleship-Based Leadership Development

- Discipleship as the main place where character is formed.
- Mentoring loops (older → younger leaders; peer mentoring).
- Leaders discipling leaders and modelling Christlikeness with their own lives.

C. Competence, Governance & Evaluation

- Clear leadership goals and expectations.
- Contextualised training (fit to culture, literacy level, reality on the ground).
- Effective evaluation tools and feedback processes (regular, honest reviews).
- Strong accountability systems that actually function.
- A resource hub / tools to support training and evaluation.

D. Community & Team Leadership

- Team-based leadership (not isolated pastors).
- Intergenerational and mixed-gender teams.
- Shared oversight across church, district, field and region.

E. Mission, Evangelism & Community Impact

- Leaders serving communities, especially the marginalised.
- Healthy families → healthy churches → healthy outreach.
- Churches known for peace-making and justice, not corruption.

F. Spiritual Practices

- Prayer, fasting, Spirit-led discernment.
- Listening to God and to «people on the ground.»
- Spiritual disciplines practiced together by leadership teams.

2. HOW CAN REGIONAL PRIORITIES ADD DEPTH?

Strengthening Leadership Pipelines

- Early identification and mentoring of emerging leaders.
- Clear pathway from local → district → field → region.

Building Systems that Support Integrity

- Transparent financial and governance standards.
- Strong, consistent accountability processes.
- Informed, shared practice from regional down to pastor on the ground.

Prioritising Discipleship for Leaders

- Ongoing discipleship and spiritual formation for pastors and lay leaders.
- Retreats, coaching, spiritual direction, and accountability groups.

Developing Training & Education

- Ethics and anti-corruption training.
- High-standard, accessible education systems (including for low-literacy contexts).
- Contextualised curriculum for different cultures and education levels.

Using Global Connections

- Utilise expertise and tools already in existence across the global church.
- Share best practices and models from other regions/fields.

Supporting Holiness in Practice

- Holiness as character and behaviour, not only doctrine.
- Normalising confession, repentance and restoration.

3. HOW CAN WE BUILD ON WHAT'S ALREADY WORKING?

- Existing examples of financial integrity and honest leadership.
- Outreach to marginalised people already happening in some places.
- Healthy families and healthy churches providing strong witness.
- Leaders present with the people rather than distant.
- Educational materials and training already available.
- Prayer movements and intercession for leaders.
- Mentoring and discipleship relationships bearing fruit.
- Cross-field & global collaboration already started.
- Growing transparency and honest conversations about failure.

4. WHO COULD WE BE COLLABORATING WITH?

Internal Nazarene Partners

- Local church boards and leaders.
- District superintendents and advisory boards.
- Field and regional leadership teams.
- Nazarene educational institutions and training centres.

Peer & Mentor Networks

- Experienced pastors mentoring younger leaders.
- Intergenerational teams.
- Leaders modelling Christlikeness and inviting others along.

External Christian & Civic Partners

- Other churches/denominations.
- Christian NGOs specialising in leadership, education, anti-corruption.
- Community leaders, educators, civic actors.
- Government actors (where appropriate).

5. WHAT IS NEEDED IN MY CONTEXT?

- Skilled and supported people.
- Time and funding for sustainable digital ministry.
- Clear vision and digital strategy.
- Encouragement and support for hesitant leaders.
- Theological clarity and consistency.

6. DESIRED 2035 OUTCOMES

- Digitally mature and spiritually grounded leaders.
- Hybrid church life normalized.
- Strong and ethical digital presence.
- Unified regional digital ecosystems.
- Remote and marginalized groups fully engaged.

7. COLLABORATIVE SOLUTIONS GOD IS CALLING US TO

- Regional media teams supporting districts.
- Consistent digital discipleship pathways.
- Training digitally gifted young leaders.
- Strengthening ethics and accountability online.
- Building a region-wide Nazarene digital identity.

DAY 3

Communicate

1. REFLECT - What We Have Learned

- Awareness of personal growth areas: integrity, accountability, honesty, boldness.
- Recognition that transformation begins with self and then flows outward.
- Understanding cultural differences and shared struggles with corruption.
- Renewed conviction that the Holy Spirit is actively calling leaders into deeper Christlikeness.
- Encouragement from hearing others' experiences, failures, victories, and realities.
- Clarity that healthy leadership = discipleship + integrity + community.

2. COMMIT – Where God Is Calling Us To Engage

- Engage with children, youth, and families in intentional discipleship.
- Teach integrity, accountability, and holiness in practical ways.
- Support and mentor younger leaders; model transparency and vulnerability.
- Strengthen relationships between pastors, boards, district leaders, and communities.
- Confront corruption and misconduct fairly and courageously.
- Prioritize prayer, Scripture, and community discernment in leadership decisions.
- Encourage safe spaces for leaders to speak up, confess, or seek help.

3. PRAYER – Discernment, Spiritual Guidance & Healthy Collaboration

- A Spirit-led movement of repentance, confession, and renewal.
- Holiness that transforms individuals, families, churches, and society.
- Courage to confront sin, corruption, and broken systems.
- A leadership culture shaped by humility, integrity, and compassion.
- Stronger unity across fields, districts, and congregations.
- Empowerment by the Holy Spirit to live and teach the way of Jesus.
- Prayers for children, youth, and future generations.

4. COMMUNICATE - How will leaders share this?

- Open conversations about integrity with local churches, boards, and ministries.
- Preach and teach on holiness, justice, compassion, and accountability.
- Share testimonies, stories of transformation, and examples of integrity.
- Encourage district-level conversations and collaboration.
- Work with global partners, NGOs, educators, and other denominations.
- Communicate expectations clearly for leaders at all levels.
- Use workshops, Bible studies, Zoom meetings, and mentoring circles.

5. NEXT STEPS – Regional and Local Actions

- Establish mentoring structures and accountability groups.
- Train pastors, lay leaders, children, and youth in discipleship and integrity.
- Strengthen financial and governance transparency in churches.
- Implement monthly reviews, feedback loops, and evaluation steps.
- Create or reinforce district-level integrity initiatives.
- Increase collaboration with educators, civic leaders, and partners.
- Encourage leaders to «be present,» listen well, and engage their communities.
- Support leaders with resources, coaching, and prayer-based partnerships.
- Begin new training modules (holiness, ethics, leadership, discipleship).
- Follow up regularly: 3 months (evaluation), 6 months (review), 12 months (growth and accountability).

OVERALL THEMES ACROSS THE NINE TABLES

The Church cannot retreat from the digital world. The call is to enter it faithfully, wisely, relationally, and missionally. The future belongs to churches that can combine holiness, discipleship, innovation, intergenerational partnership, and digital competence without losing incarnational depth or biblical truth.

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