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Leadership Training Clinic

Strategic **A**lliance of **L**eadership **T**rainers

*Training faithful men qualified to train
others. 2 Timothy 2:2*

**SALT is not a program or curriculum, but
an alliance of biblical trainers**



Strategic Alliance of Leadership Trainers

Training faithful men qualified to train others. 2 Timothy 2:2

Leadership Training Clinic

Getting started...

The Bible uses many images to portray the Church.

What are the most common?

What ideas do they suggest concerning the Church?

The principal image of the Church is the body.

What does the body teach us concerning the Church?

Perhaps you missed one important part of the body: the joints and ligaments.

Without the joints and ligaments, the members of the body would not be able to function.

Who are represented by the joints and ligaments?

A suggestion: the apostles, prophets, evangelists, pastors and teachers that the Lord gives to the Church.

These are names given to the people coordinating the five ministry functions of the Church that equip the saints for the ministry (Ephesians 4:11-13):

Creating new ministry initiatives (apostolic)

Making the church's message culturally relevant (prophetic)

Confronting the lost (evangelistic)

Caring for the flock (pastoral)

Equipping the saints (teaching)

Most of them are “mid-level” lay leaders (2 Timothy 2:2):

The three levels of ministry in the local church:

The level of Timothy
The level of faithful men
The level of God’s people

The effectiveness and future of your church is largely related to your ability to identify, mobilize and equip these leaders.

However, in responding to this challenge the church must overcome three obstacles:

The great divide: the distinction between professional and non-professional ministries, making non-professionals feel like second-class ministers.

The great gap: the absence in most churches of “mid-level” leadership: the joints and ligaments that hold the body together and make it function.

The great gulf: the teaching gulf between the church’s discipleship ministries, (generally aimed at edification), and training for ministry (usually relegated to specialized institutions).

Training for ministry must begin in the church.

- The Lord gives His ministers to the *church*.
- These leaders must be *identified, equipped* and *mobilized*.
- Their ministry is to equip *all God’s people* for works of service.

Training for ministry must occur *in* ministry by those *on* ministry.

The main objective of SALT is the creation of church-related leadership training teams.

The SALT approach is in three parts:

2 Timothy 1:13: the Pattern of Sound Training
2 Timothy 1:14: the Deposit of Sound Training
2 Timothy 2:2: the Process of Sound Training

Part I: The Pattern of Sound Training

2 Timothy 1:13 (Philippiens 4:9)

Our Mission Statement: the Great Commission

Whether or not we take the Great Commission seriously will determine...

The future of our churches.
Our effectiveness as servants of the Lord.

The Great Commission—Matthew 28:18-20: make disciples...

By going
By baptizing
By teaching

Teaching is an integral part of the Great Commission

However...

To teach (*didasko*) has a different meaning in the Scriptures than in popular usage.

Popular usage: the *acquisition* of knowledge—knowledge based.

Teaching that is purely knowledge-based (cognitive) risks merely transplanting information that does not germinate in the experience of the learner.

Biblical usage: the *application* of knowledge—wisdom-based.

Training that is wisdom-based implants seed truths that must germinate in the experience of the learner.

To know biblically (*ginosko*) is to *experience*: to have a relationship with what is known.

What does this mean?

Biblical teaching is not the accumulation of knowledge, but instruction in how to live.

*It is **training**—training the whole person, in knowledge, character and skill.*

Biblical training is purpose-driven.

Colossians 1:28-29: “We proclaim him, admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ. To this end I labor, struggling with all his energy, which so powerfully works in me.”

A Biblical approach to training

The Biblical Purpose: Matthew 28:18-28

Not: everything Jesus commanded

But: **obedience** to everything Jesus commanded

You cannot obey without knowing...

But you can know without obeying.

The Biblical Process: 2 Timothy 2:2

- The things you have heard me say in the presence of many witnesses...
- entrust to faithful men...
- who will also be qualified to teach others.

The Biblical Pattern: seed-planting

In His creation God established the laws of reproduction, manifested in the seed, the soil, the sower and the harvest (Mark 4:26-29).

In His parables the Lord used these laws to teach us the principles of spiritual reproduction (Mark 4:13-20).

These laws are applicable in all situations where truth is shared, whether in evangelism, discipleship or training leaders.

Nature's process of sowing and harvest teach us four basic principles, or "laws":

The Law of the Seed.

The Law of the Soil.

The Law of the Sower.

The Law of the Harvest.

These Four Laws are an effective tool for training trainers:

They are **simple**: they are easily grasped and practiced by anyone.

They are **comprehensive**: they contain all the elements of learning.

They are **cross-cultural**: they are understandable in any society.

They are **transferable**: they can be explained in non-technical terms.

The Law of the Seed: identifying the seed-truths

The Law of the Seed teaches us that we must organize content around seed truths (concepts), so that we are planting truth and not merely dumping information.

This is to **conceptualize**.

This is the preparation phase of training.



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What are seed truths?

Seed truths (concepts or *conceived truths*) are the underlying ideas that pull together information and give *meaning*.

A seed truth is a truth to live by. Like a seed, it has three characteristics:

It has *life*: it has germinated and borne fruit in the life of the trainer.

It is *reproducible*: it has the potential to germinate in the life of the learner.

It has *purpose*: it aims for a response.

Why identify seed truths?

We must *plant truth*, and not merely *transplant (or dump) information*. The difference between planting and transplanting is *germination*. Unless truth germinates in the experience of the learner, it will not produce fruit.

How to identify seed truths

Training begins with the end in mind. Three questions are basic in identifying seed truths:

Who? What are the needs of the trainees?

Why? What results are anticipated?

How? How does the trainer exemplify these truths?

An indispensable question: WHAT SEED TRUTHS AM I SEEKING TO PLANT IN THE LIVES OF MY DISCIPLES?

Prayer: the indispensable element for the choice of seed truths

2 Corinthians 9:10: “Now he who supplies seed to the sower and bread for food will also supply and increase your store of seed and will enlarge the harvest of your righteousness. You will be made rich in every way so that you can be generous on every occasion, and through us your generosity will result in thanksgiving to God.”

The Law of the Soil: relating the seed to the soil

The Law of the Soil teaches us that in order to implant truth we must relate it to the learner, capturing his interest, creating desire, presenting truth in ways he can understand, and making truth relevant to his needs. This is to **contextualize**.

*This is the **implantation** phase of training.*



What does it mean to contextualize?

To contextualize is to relate truth to the trainee's experience, confronting it and building upon it.

Why must we contextualize?

We never plant truth in virgin soil. Every learner is a composite of beliefs, values and behavior patterns that represent his culture.

How can we contextualize?

- The trainer must *know* the soil, by identifying with the learner, seeing with his eyes, hearing with his ears, feeling with his heart.
- The trainer must *prepare* the soil through prayer and assignments.
- The trainer must *penetrate* the soil by capturing the interest of the learner and making the training relevant.

An indispensable question: AM I EFFECTIVELY RELATING TRUTH TO THE LIVES OF MY DISCIPLES?

Prayer: the indispensable element for penetrating the soil

Isaiah 28:24-26: “When a farmer plows for planting, does he plow continually? Does he keep on breaking up and harrowing the soil? When he has leveled the surface, does he not sow caraway and scatter cumin. Does he not plant wheat in its place, barley in its plot, and spelt in its field? His God instructs him and teaches him the right way.”

The Law of the Sower: watering the seed

The Law of the Sower teaches us that the trainer must be a demonstration of the truth he is seeking to implant. His example becomes a model, motivating the learner to respond personally to the truth he has received. The relationship of the trainer with the Lord and the trainee waters the soil, causing germination to occur. This is to **personalize**.



This is the germination phase.

What is personalization?

Personalization is clothing truth with flesh and blood. When the trainee responds personally to truth through commitment, it germinates.

On the level of the *intelligence*, germination transforms information into *comprehension*.
On the level of the *conscience*, germination transforms information into *convictions*.
On the level of the *will*, germination transforms information into *action*.

Why must we personalize?

Truth that is not watered through personal example remains theoretical. Knowledge-based teaching and preaching often does no more than superimpose a layer of knowledge upon a culture that remains unchanged. The result is “split-level” Christianity, a syncretism between biblical knowledge and the deeply-rooted popular beliefs that remain unchanged.

How can we personalize?

Truth is personalized when it is demonstrated in the life of the trainer

- By his *competence*, the trainer must be able to relate the soil to the seed.
- By his *character*, the trainer must exemplify the concepts he is planting.
- By his *confidence* in God, the trainer must water the soil through prayer.

An indispensable question: IS MY LIFE A DEMONSTRATION OF THE TRUTHS I AM SEEKING TO IMPLANT?

Prayer: the indispensable element for germination

1 Corinthians 3:6-9: “I planted the seed, Apollos watered it, but God made it grow. So neither he who plants nor he who waters is anything, but only God, who makes things grow. The man who plants and the man who waters have one purpose, and each will be rewarded according to his own labor. For we are God’s fellow workers; you are God’s field, God’s building.”

The Law of the Harvest: cultivating growth and reproduction

The Law of the Harvest teaches us that the fruit of biblical training is obedience rather than mere knowledge. The trainer encourages obedience and reproduction by involving the trainee in real-life ministry situations, so that he in turn can plant new seed truths. This is to **mobilize**.



*This is the **reproduction** phase.*

What is mobilization?

Mobilization is:

- *involving* the disciple in reproductive ministry situations,
- *anticipating* the desired fruit of the training, in knowledge, character and skill,
- *evaluating* the disciple on the basis of agreed-upon expectations.

Why must we mobilize?

The trainer must *equip* and not merely *instruct*. You cannot equip without instructing, but you can instruct without equipping. Equipping means involving in ministry experience.

Just as abundant fruit requires that plants be pruned of non-productive branches, trainees must be encouraged to abandon non productive activities and focus on growth and reproduction.

How can we mobilize?

The most effective kind of mobilization is through involving the trainees in a ministry teams, involving significant ministry experiences, where good ministry habits can be formed through teamwork and mentoring, which is an essential element of mobilization.

An indispensable question: AM I INVOLVING MY TRAINEES IN MINISTRY EXPERIENCES?

Prayer: the indispensable element for reproduction

Luke 10:-3: “He told them, “The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.”

Conceptual training is holistic

Teaching the whole truth : factual, personal, practical;
 Teaching the whole person: head, heart, hands;
 Engaging the whole trainer: competence, convictions, conduct;
 Striving for complete results: knowledge, character, skill.

Holistic training is the ministry of the Holy Spirit through the trainer.

John 14:26: “The Counselor, the Holy Spirit...will teach you all things.”
 1 Corinthians 2:12: “We have not received the spirit of the world but the Spirit who is from God, that we may understand what God has freely given to us.”

The Holistic Training Grid

<p>The Law of the Seed <i>Conceptualization</i> Selection through Insight <i>Teaching the Whole Truth</i></p>	<p>The Law of the Soil <i>Contextualization</i> Implantation through Instruction <i>To the Whole Person</i></p>	<p>The Law of the Sower <i>Personalization</i> Germination through Illustration <i>Through a Total Training Process</i></p>	<p>The Law of the Harvest <i>Mobilization</i> Reproduction through Involvement <i>Striving for Complete Results</i></p>
Factual Dimension	Learner’s Intelligence	Trainer’s Competence	Knowledge: Comprehension
Personal Dimension	Learner’s Conscience	Trainer’s Convictions	Character: Commitment
Practical Dimension	Learner’s Will	Trainer’s Conduct	Skill: Comportment

Part Two: The Deposit of Sound Training

2 Timothy 1:14

Effective training is on three levels:

Priority training

Priority training meets the immediate needs of the trainee or of his cultural situation. It can be spontaneous.

Basic training

Basic training lays a common foundation for all leaders, with respect to knowing, being and doing. It is planned carefully and given in a relatively short amount of time.

Specialized training

Specialized training builds on basic training and focuses on the particular ministries of the leader (apostolic, prophetic, evangelistic, pastoral, training).

Each training team should develop its basic training course, covering what they agree upon as the essential “deposit” of sound teaching, offering basic training to all trainees.

The following is one example of a basic training course, to be adapted by the Regional Trainers. Lessons should incorporate the Four Laws of Training as an integral part of the lesson material. Teaching biblically means following the biblical *pattern* as well as giving biblical *content*.

The Basic Training Course

The purpose of the SALT Basic Training course is not to transplant knowledge, but to implant truth which will lead to a biblical culture through an obedience-based rather than a purely informational approach to leadership training. Biblical discipleship must not only change behavior; it must transform the world view and values of the believer.

The Basic Training course provides introductory training. Its purpose is two-fold: to lay a foundation of essential truths leading to a biblical culture, and to provide a model for training others.

The 36 Basic Training lessons can be given either one evening a week or during twelve Saturdays. They should be covered during a one-year period or less.

Program of Studies

The objective of the SALT Basic Training course is to implant thirty-six seed truths, or concepts, into the experience of the participants. These seed truths are divided into nine blocks of studies.

Vertically these blocks represent the three levels of truth: 1) on the top, *biblical beliefs*, which form the foundation of our knowledge, 2) in the middle, *biblical principles* which are the basis of our experience, 3) and on the bottom, *biblical practices*, which are the basis of our ministry skills (2 Timothy 3:16-17). The SALT Basic Training course is therefore a comprehensive approach, addressing knowledge, character, and skills, leading to a commitment to biblical truth, a commitment to biblical relationships, and a commitment to biblical mission. This forms the basis of biblical culture, comprising beliefs, values, and behavior.

Horizontally, these blocks cover the three major divisions of biblical revelation: God and the World, Christ and Salvation, and the Holy Spirit and the Church. These three areas are experienced in the relationship of the believer to the world, the Lord, and the church, and find their expression in evangelism, discipleship, and church planting.

<p style="text-align: center;">God and the World</p> <p>1. God the Creator. 2. Man the Creature. 3. Sin and its Consequences. 4. Satan, Prince of this World.</p>	<p style="text-align: center;">Jesus and Salvation</p> <p>5. Jesus Christ the Son of God. 6. Christ's Death and Resurrection. 7. Redemption. 8. The Return of Christ to the Earth.</p>	<p style="text-align: center;">Spirit and the Church</p> <p>9. The Ministry of the Holy Spirit. 10. The Church of Jesus Christ. 11. The Mission of the Church. 12. The Glory of the Church.</p>
<p style="text-align: center;">The Believer and the World</p> <p>13. Citizens of Heaven 14. World, Flesh and Devil 15. Walking in the Spirit. 16. Ambassadors for Christ.</p>	<p style="text-align: center;">The Believer and Salvation</p> <p>17. Worship. 18. Meditation of the Word. 19. Prayer. 20. Fellowship.</p>	<p style="text-align: center;">The Believer and the Church</p> <p>21. The Essential Elements of the Church. 22. The Gifts to the Church. 23. The Ministries of the Church. 24. The Functions of the Church.</p>
<p style="text-align: center;">Evangelization</p> <p>25. Creating Relationships 26. The Contact Book. 27. Sharing Christ. 28. Relational Bridges.</p>	<p style="text-align: center;">Discipleship</p> <p>29: Discipling New Believers. 30. Commitment to Grow groups. 31. Spiritual Families. 32. Points of Light.</p>	<p style="text-align: center;">Church Planting</p> <p>33. Belonging to God's Family. 34. Celebration. 35. Serving in Ministry. 36. Equipping Others.</p>

Part Three: The Process of Sound Training

2 Timothy 2:2

Second Timothy 2:2 presents training on three levels:

Paul to Timothy: “the things you have heard me say”

Timothy to faithful men: “commit to faithful men”

Faithful men to God’s people: “qualified to teach others”

Effective church-related training should occur on all three levels:

Every church, or coalition of churches, should choose and commission a Timothy-level leadership training team of biblically-qualified teachers.

The mission of this training team is to identify faithful men and women, and qualify them through training for the ministry of equipping the saints.

These faithful men and women will in turn equip God’s people for service in and through the church, integrating them into ministry teams.

In serving churches, SALT seeks therefore to be an alliance of trainers on three levels:

The Paul level: itinerant trainers helping initiate training ministries.

The Timothy level: a leadership training team serving a local church or coalition of churches.

The “faithful men” level: mid-level lay leadership dedicated to equipping all God’s people for works of service.

In most churches, mid-level leadership training is absent, because of the great divide between professional and non professional ministry, resulting in the absence of mid-level leadership training, and consequently, of mid-level leadership in the church. This produces a body without the “joints and ligaments” that allow it to function. (Ephesians 4:16) This absence is one of the chief causes of discontentment and tension in the local church.

The Four Components of Church-Related Leadership Training

1. Discovery: identifying potential leaders among the laypeople of the church

What is discovery?

Discovery is identifying those the Lord gives to the Church to meet the five ministry functions (Ephesians 4:11-13).

Creating new ministries (apostolic)
Quality to look for: initiative

Making the church's message culturally relevant (prophetic)
Quality to look for: insight

Confronting the lost (evangelistic)
Quality to look for: boldness

Caring for the flock (pastoral)
Quality to look for: compassion

Equipping the saints (training)
Quality to look for: wisdom

Why must leaders be discovered?

Training does not produce leaders; it equips those who are sent by the Lord.

Absence of leaders does not mean they are not there, but that they are not recognized and equipped.

Effective leadership training targets those who are already involved in the ministry.

Just as leadership training is relational, leadership discovery must be relational.

Leaders are not discovered by recruitment but by discipleship.

If leaders are given TO the church, then leaders must be discovered IN the church.

The role of the leadership training team is to identify these leaders.

How are potential leaders discovered?

In any culture, an effective leader must have three basic qualifications:

He must be ***credible*** (*being*).

He must have the confidence of the people.

He must be ***competent*** (*knowing*).

He must be skillful in relationships and organization.

He must be ***committed*** (*doing*).

He must work hard and not give up.

Leadership is a blending of three areas: innate qualities, acquired skill, and hard

Discovery tips:

1. Make sure the church's ministries are people-focused, not program focused.
2. Create a commission for leadership discovery.
3. Use contact books to personally network with potential leaders.

2. Deployment: involving trainees in ministry

What is deployment? (Acts 13:1-3)

The biblical criteria: Those deployed by the church were already active in the ministry of the church.

Principle: leaders must prove themselves to be faithful in what they are doing before being given new responsibilities.

The biblical method: It was through prayer and fasting that the Holy Spirit led the church to commission the leaders.

Principle: God's leaders must have God's anointing, as well as effective training.

The biblical pattern: Through the laying on of hands, the church identified with the ministry of their leaders; through releasing them to their ministry, the church gave them freedom to follow God's leading.

Why must potential leaders be deployed?

Because the five ministry categories of Ephesians 4 are primarily functional rather than positional, it is only through ministry involvement that ministry giftedness can be ascertained.

Further, ministry training is only possible in the context of ministry involvement. Holistic training requires the trainee to be active in ministry, so that his training consists of equipping rather than mere informing.

How are potential leaders deployed?

The following elements are essential in the mobilization process:

- Assessing ministry opportunities through the church's Mission Action Plan or Ministry Teams (or, in their absence, a visionary evaluation of the church's ministries both within and without).
- Assessing the trainee's giftedness, calling, and skills.
- Matching the trainees with the ministry opportunities.
- Weekly evaluation sessions by mentors; monthly assessment encounters with all mentors.

The most effective method of deployment in the local church is through the organization of ministry teams, where giftedness is discovered in a community setting and developed through mentorship.

Deployment tips:

1. Structure ministry around small groups.
2. Focus on people, not on programs.
3. Keep ministry turned outward to the world.
4. Make sure potential leaders have a mentor.

3. Description: individualizing leadership training through training profiles.

What is a training profile?

A Leadership Profile defines what a leader needs to be, know, and do—in relation to God, the church, and the world.

A leader is a Servant of God, a Shepherd for the Church, and an Ambassador to the World.

What a leader must be

1 Timothy 3:2-7: “Now the overseer **must BE** above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him with proper respect. (If anyone does not know how to manage his own family, how can he take care of God's church?)

He **must not be** a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.”

What a leader must KNOW

2 Timothy 1:13-14: “What you heard from me, keep as the pattern of sound teaching, with faith and love in Christ Jesus. Guard the good deposit that was entrusted to you—guard it with the help of the Holy Spirit who lives in us.”

Titus 1:9

“He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.”

What a leader must DO

2 Timothy 2:2

“And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.”

2 Timothy 4:5

“But you, keep your head in all situations, endure hardship, do the work of an evangelist, discharge all the duties of your ministry.”

1 Peter 5:2-4

“Be shepherds of God's flock that is under your care, serving as overseers-not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock.”

Why formulate a leadership profile?

Training begins with the end in mind.

The trainer must force himself to focus on the product, and not the process. “People who know where they are going have a better chance of getting there.”

How should a leadership profile be formulated?

The Leadership Profile Chart is a tool for formulating the profile.

Trainers should list the seed truths they wish to plant in the potential leaders in each of the categories.

The Leadership Profile Chart should be revised regularly, as the potential leader develops in his leadership responsibilities, and as he expresses his equipping needs to his mentor.

The Profile of a Leader			
	Ambassadors in the World	Servants of Christ	Shepherds in the Church
Qualified to teach others 2 Timothy 2:2 <i>What he must know</i>			
Equipped for every good work 2 Timothy 3:16 <i>What he must be</i>			
Approved workmen 2 Timothy 2:15 <i>What he must do</i>			

Leadership description tips:

1. Basic training needs are the same for all potential leaders.
2. Priority training needs are discovered as the trainee develops his ministry.
3. Mentorship is essential in individualizing training.

4. Development: implementing leadership training through Leadership Training Teams.

What is a Leadership Training Team?

A Church-Related Leadership Training Team is a:

constituted group of trainers, gifted as biblical teachers,

commissioned by a church (or coalition of churches),

committed to identifying, mobilizing and training lay leaders, who will in turn equip God's people for works of service.

Why should Leadership Training Teams be formed?

- If the Lord gives leaders to the church,
- If the church provides the context for identifying leaders,
- Then the church should be the place where leadership training begins.

The focus of training in the Bible is the trainer, not the institution. Leadership Training Teams represent the Timothy-level trainers of 2 Timothy 2:2, and the focus of their training is the mid-level leadership represented by the “faithful men.”

Leadership training must be inside-out, starting with what exists and building upon it, rather than outside-in, conforming the church to imported systems.

How should Leadership Training Teams function?

Action steps in a Church-Related Leadership Training Team:

1. Commissioning and equipping the trainers.

Principle: every trainer must be active in ministry.

2. Establishing a training program adapted to the potential leaders.

Principle: every trainee must be active in ministry.

Priority training, for immediate needs.

Basic training, not to exceed one year in duration.

Specialized training, to continue throughout ministry.

3. Adopting curricula.

Four areas of training:

Biblical knowledge
Spiritual life
Contemporary culture
Ministry skill

4. Implementing a training program

Instruction through trainers
Application through small groups
Practice through mentorship

A check list for leadership development:

1. What is the level of commitment of the existing leadership of the church to an “equipping the saints for the work of the ministry” culture?
2. Has the church identified its gifted trainers, and commissioned an equipping team, with a coordinator?
3. Are the trainers sufficiently equipped for a character-based approach to training?
4. Have the leaders of the church assessed the ministry opportunities of the church, and are they willing to deploy trainees into these areas of ministry?
5. Who are the potential trainees and are they committed to be equipped?
6. What are the areas of giftedness of each of the trainees?
7. What are areas of ministry to be assigned to each trainee?
8. What are the priority training needs for the trainees?
9. Has a program of training, including curricula and scheduling, been established?
10. Has an evaluation system (weekly progress sheet) been established for each trainee? Have the trainees been assigned to a small group?
11. Have mentors been assigned to each the trainees, and are they meeting weekly with the trainees?
12. Are all involved in the training process meeting on a monthly basis for evaluation?

Bernard de Clairvaux, 1070-1153:

There are those who seek knowledge for the sake of knowledge. That is curiosity.

There are those who seek knowledge to be known of others. That is vanity.

There are those who seek knowledge in order to serve. That is love.

Colossians 1:28-29:

“We proclaim him, admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ. To this end I labor, struggling with all his energy, which so powerfully works in me.”