

From Slavery to Crucible: Shifting the Spiritual Formation Paradigm of PMD

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Purpose/Overview:

Can you remember back to the doubts, fears or other emotions that smacked you unexpectedly in the face shortly after beginning the PMD process? Anxiety, dread, doubt, fear, and depression usually lead the list of emotional responses! Shifting the paradigm of PMD from a necessary “have-to” to the blessing of spiritual formation forged in the crucible of crosscultural ministry is a promising and proven alternative for this generation. The liberating secret is that the Spirit desires to shape the candidate in the process as they work to raise their personal support. “It’s not about the money!” It’s actually about character formation—deepening in spiritual formation before landing in another culture. You will gain practical insights and usable skills to refocus your coaching to be truly transformative and spiritually deepening!

Learning Objectives: Upon completion of this webinar, the participants will have:

- 1) Discovered at least five transformative ways in which PMD is essentially a spiritual formation process;
- 2) Explored practical ways to become more conversant in mentoring candidates through the spiritual dynamics of the “crucible” of PMD; and
- 3) Identified at last three ways your PMD coaching can more deeply facilitate and guide the spiritual formation of your coachees. .

1. Introduction:

- 1.1. Reflect: What were your feelings upon encountering boulders or hurdles as you first embarked on the PMD journey?
- 1.2. Recap: Let me make one addition to D. Dickson’s “The Roles of a PMD Coach” webinar (8.18):
 - 1) Perspective
 - 2) Priorities
 - 3) Practical
 - 4) **Power!** Coach from a Spiritual Formation perspective and insight—a spiritual practitioner!
- 1.3. Recap: Five Essentials of an PMD Coach (Dickson’s terms):
 - 1) **Spirit-filled**—you must walk in the Spirit and in the joy of the fruit in this process.
 - 2) Supported—a PSR vet themselves
 - 3) **Specialist**—not just another supported missionary: need coaching, gifting, artistry; I would add: a Spiritual Guide through the crucible of PMD for crosscultural ministry. E.g.: spiritual sensitivity, personal healing from the process, SN-Spirit-revealed insight, empathy, coaching skills into spiritual blocks, questions, and heart issues aware of the boulders, attuned to the Spirit’s ways of working and fine-tuning in this process, experience and victory—faith, hope and love—in this process!
 - 4) Stewardship Advocate—
 - 5) Spokesperson—for the stewardship of self and money in PMD

2. Foundational Assumptions about PMD—a Baker’s Dozen

1. God grows things. And He is not in a hurry.
2. God is really smart; He doesn’t make mistakes.
3. God is more concerned with our character development and spiritual formation than He is in what we will accomplish for Him in missions. The Holy Spirit is more intimately committed to preparing us to minister powerfully as cross-cultural ambassadors than we ever comprehend on signing on to crosscultural mission.
4. Crosscultural mission (XCM) is God’s crucible for character development, unlike anything most Christians experience in their home culture. True character can only be forged in the trenches of warfare and life.
5. God has plenty of money.
6. Underfunded crosscultural workers too often do not minister at their peak performance level.
7. God loves us to communicate with us about everything.
8. PMD is primarily a phase in our spiritual formation preparatory to what is next—moving to live and minister crossculturally. The Spirit uses PMD as a screening process to prepare us for crosscultural ministry.
9. For everyone who steps into PMD, there is the potential for supernatural transformation in our spiritual formation!
10. He uses a cluster of shaping activities to develop in us the muscles of faith, hope, faith-trust, dependence, contentment, joy, fruit, power, love, and prevailing prayer. Being aware of how God shapes us, invites us to intentionally cooperate with Him in our spiritual formation.

The Holy Spirit is a master facilitator of our teachability and resilience if we will submit to His steward-shepherding. Responding to opportunities and obstacles in the right way is the path to spiritual formation.

God works in mystery and the miraculous; He is worthy of all our trust even when we do not understand completely what is happening or why.

11. Every obstacle encountered in the PMD transition to crosscultural ministry has a corresponding spiritual discipline/character trait the Holy Spirit wants to develop in our lives.
12. God reveals that funding is a major leadership responsibility. Effectiveness in PMD can be an indicator of spiritual formation, leadership gifting, capacity, and role.
13. The best PMD coaches have passed through the crucible of XCM themselves, and emerged, humbly dependent and deeply transformed! You don’t have to be an expert; but a vulnerable, spiritual practitioner!

Reflect: After reading the list of assumptions, spend a few minutes responding to the questions below.

- 1) What spiritual formation and spiritual warfare principles and processes are imbedded in the PMD process?
- 2) What hints do these assumptions give us regarding God’s purpose in the preparation process?
- 3) Which of your assumptions need to shift to better fit the Master’s approach?
- 4) What adjustments does clarifying our assumptions suggest we make to our PMD teaching and coaching?
- 5) What fresh insights does this reflection on my foundational assumptions of PMD bring to mind?

3. Unexpected boulders in the PMD pathway:

☒ **Reflect:** What are the biggest boulders or hurdles you encounter in coaching new candidates in the PMD journey? *Let's hear from 4 of you...*

☒ **OYO—Sample responses:**

- 3.1. Timing—it takes much longer than you ever anticipated—
- 3.2. Physical health attacked—
- 3.3. Issues in your extended family that pose roadblocks, delays, or detours to your focus—E.g.: lack of family support and enthusiastic encouragement—
- 3.4. Health of parents suddenly deteriorates, unexpected hospitalization or death—
- 3.5. Money issues—talking about money, asking for it, their issues with money all surface—
- 3.6. Rejection—the most unexpected people say “No” your best presentations—
- 3.7. Stage of life—young candidates learning to become adults and full-time workers—
- 3.8. Work ethic/habit—lack of understanding the effort PMD demands—in terms of effort and energy! ☺
- 3.9. Spiritual Warfare—direct spiritual attack is often unexpected: frustration, doubts, delays, set-backs—

☒ **What are your additions to this list of actual boulders you would make? Pencil them in...**

☒ **In what ways have you been able to incorporate the actual boulders your coachees are encountering as a bridge to dealing with the formational spiritual issues they are facing?**

4. Shifting the Paradigm—Rethinking the Context

4.1. Our own Cultural Context—Cultural Captivity of the Church

- We need to examine our culture’s values that block dependence upon the Lord.
- All Christ-followers must navigate the necessary paradigm shift of “*Moving from ‘I’ to ‘We’*”—from independence to total dependence upon the Lord as our primary Provider.

☒ **Why is this such a “deal-breaker” for so many American missionary candidates? Where are you getting pushback?**

▪ **Exercise-1: “Breaking Free from American Values to Kingdom Values”**

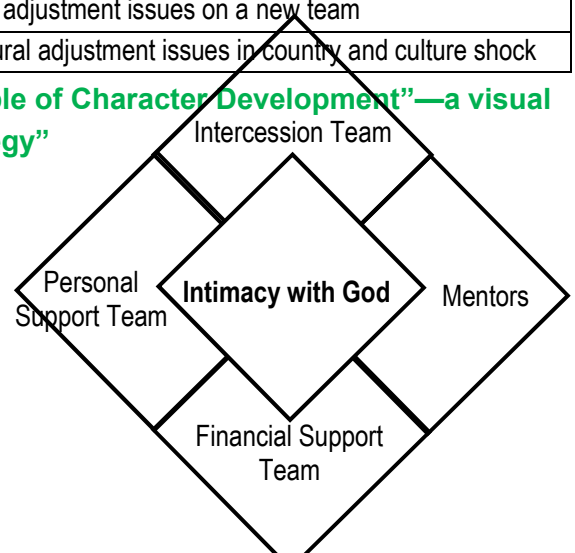
4.2. Discerning the Spiritual Context—Cosmic Spiritual Warfare

- **Reflect:** “So, *why does the enemy target crosscultural candidates in PMD for spiritual attack?*”
- **Exercise-2:** Try the “**Armor Prayer**” yourself before recommending it to coachees.

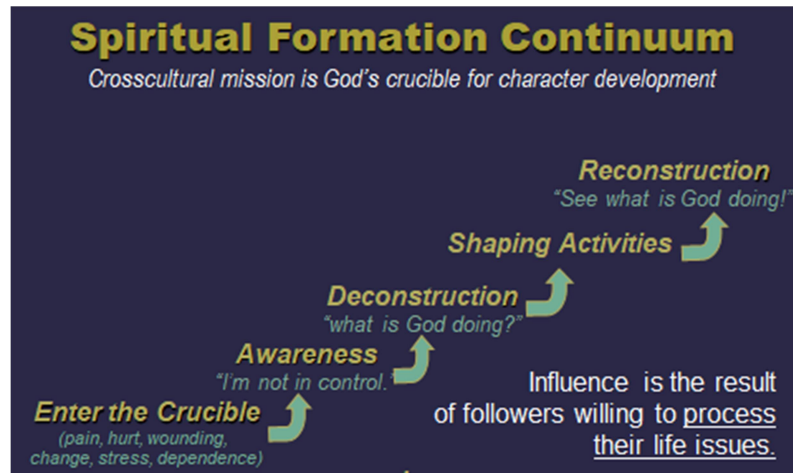
4.3. Discovering the Ministry Context—**Crucible** of Spiritual Formation

Four MACRO Contextual Forces	Four MICRO forces at work —in the specific cultural context
1) Entry into Cosmic Spiritual Warfare	1) Contextualized Spiritual Warfare in their new home culture
2) Initial Personal adjustment issues	2) Personal/family adjustment issues in a new country
3) Relational issues in a new arena	3) Relational adjustment issues on a new team
4) Initial Crosscultural surprises	4) Local cultural adjustment issues in country and culture shock

- **Exercise-3: “Crosscultural Mission—Crucible of Character Development”—a visual**
- **Exercise 4: “Developing Your Thrival Strategy”**
—a way to equip our coachees to thrive rather than just survive!



5. Spiritual Formation Continuum in PMD



☒ In pairs: Share where you find the most difficulty in coaching candidates.

6. Developing a Heart Theology for PMD (Adapted from Paul Rhoads, NOVO; Soul Formation, Portland, OR)

"Support raising is the single greatest dynamic—the primary motor—of lifelong spiritual formation in faith missions today!" Steve Hoke

- 6.1. In order to have the courage to raise support you must be convinced that God has Called you to this ministry and to this organization.
- 6.2. If God has called you, then it follows that He has called others to be a part of your support team. PMD is the process of prayerfully finding them!
- 6.3. PMD will give you significant opportunities to minister to people you would never touch otherwise. You get a chance to cast the vision for what God has called you to do to with a whole new group of people in the church.
- 6.4. You will also get the great privilege to have people tangibly demonstrate that they believe in you and in God's calling for your life.
- 6.5. As in AA, the first steps in PMD are all about admitting: *"I am not in control; I am powerless."*
- 6.6. That dependence leads us to submission and brokenness and into deconstruction.
- 6.7. If you let Him, God will then use PMD as a major shaping activity in your life (and your coachees)—to expose unhealthy and unbiblical attitudes, to deepen your character, and to refine and purify your faith. >>And what does that feel like for most PMD coachees?

Most people start out with unhealthy attitudes about fundraising in several areas.

☒ What unhealthy attitudes have you noticed when asking other people for money?

These were some of mine:

- *I have a problem with asking for help and being dependent on people.*
- *I have a problem with money. I think it is bad, but I need it.*
- *I tend to want to be indirect and manipulative instead of being straightforward.*
- *I tend to judge people who have more money than I do.*

☒ Reflect: With which of these aspects in a "heart theology" do you have the most difficulty? List as many as you can—or that you have heard:

- *Self-doubt, fear, fear of rejection, that people will think less of you*
- *Questions—Can God raise money through me?*
- *Thinking that getting by with less is better than full support (helping God out)*
- *Fear of defrauding a friend*
- *Your first contact (after some lapse in time) is about money*
- *I assume people don't want to give*

- 6.8. The Holy Spirit begins to reveal his divine linkages between financial dependence and spiritual dependence.
- 6.9. Each test invites us to lean into the Spirit's working—deeper dependence, humility, etc.
- 6.10. That posture often provides a new perspective: we need a...

“Prayer Upgrade”— Listen Well→ Dream Big→ Pray Hard!

Recap: If you let Him, the Holy Spirit will use PMD as a major exercise of spiritual formation in your life!

- **Exercise 5: Mt. Fuji as a metaphor of Faith Development and deepening Dependence**



- 1) Faith development and deepening in dependence are mirror tracks of each other...
 - 2) You are either ascending in faith, dug in, or slipping back.
 - 3) If you want to go higher, you must be willing to go deeper.
 - 4) There is no bottom to total dependency on the Lord.
 - 5) Your attitude is determinant of the level to which you will ascend and/or descend.
 - 6) **Faith and dependence on God are absolute, foundational, indispensable, essential, and core values in PMD!**
- ☒ In coaching, what ways have you discovered to tap into either their faith or dependence questions to help them navigate this uncertain terrain of ascent and descent?
 - ☒ Circle any dimensions of this outline of a “heart theology” you want to revisit and develop further on your own.

6.11. Engaging in XCM demands a willingness to let God shape your life and adjust your lifestyle.

- 1) When you submit to raising support you put God in the position to ultimately determine your lifestyle.
- 2) Sometimes He gives us much more than we need and challenges us to be the avenue through which He supplies others' needs.
- 3) Sometimes He gives us less than we think we need; and He is challenging us to live on less.
- 4) This is never a justification for raising less than we truly need.
- 5) God does not need our resentful “self-sacrifice” (living on less than budget) to help him out financially!
- 6) PMD is also a critical time that highlights the extent of our heart generosity. Too many missionaries stop giving a full tithe back to the Lord when they start living by faith...
- 7) God tends to trust his stewards with more finances when they have proven themselves faithful in how they handle a little wealth. Countless recent books on stewardship highlight Jesus' teaching that good stewards are regularly given more to steward than those who are stingy and unfaithful to what they know to be God's economy.

7. Practical Skills to Develop as a PMD Coach:

- 7.1. Experiment with ways to introduce a spiritual formation framework into the PMD training as well as into your coaching.
- 7.2. Growing as a coach in asking probing questions regarding how they are processing the spiritual formation issues they are confronting...
- 7.3. Going deeper in debriefing each step of their journey—be their “process coach” as they navigate the topography of XCM.
- 7.4. Digging into Spiritual Formation books and resources where you feel the need to go deeper, or want to find help for your coachees in areas of their questions or struggle. For example: great books on Listening Prayer, Centering Prayer, and Prophetic Intercession.
- 7.5. Re-introduce candidates to the divine process of **Asking → Seeking → and Knocking** Mt 7:7 “Ask and it will be given to you; seek and you will find; knock and the door will be opened to you.” Encourage experimentation in ASK-ing for things they do not now possess.
- 7.6. Clarify the role of effort in their PMD process. Dallas Willard said: **“Grace is to earning, not to effort.”** One’s effort in PMD is a key indicator of the adequacy of one’s understanding of one’s Calling, Vision and Passion!

- **Exercise 6: “The Facilitator’s Tasks in Spiritual Formation”**

8. Action Steps:

- 8.1. Prayerfully draft your own “heart theology” of PMD before your next coaching conversation.
- 8.2. Ask for a “prayer upgrade” for yourself and your coachees!
- 8.3. Rework your PMD coaching times to regularly include time and space to explore the spiritual formation dynamics they are facing; i.e. customize your approach to each person/couple:
 - 1) Identifying initial indicators they have already encountered spiritual warfare with them.
 - 2) Equipping them—as appropriate—with spiritual formation resources on the following types of topics: Silence, Solitude, Prayer—knowing how to replenish; spiritual disciplines, etc.
 - 3) Resourcing them as they engage, battle, and persevere with joy—amidst the suffering: equip them to own their own development: keeping their “Thrival Strategy” current!
 - 4) Encouraging them at every step, especially when they forget or have trouble recognizing setbacks, interruptions and delays as shaping activities, not unfortunate “have-to’s”!
 - 5) Experimenting with ways to stretch your ways of praying with them—even over the phone/ Zoom—to include listening prayer, centering prayer, and prophetic intercession! 😊
 - 6) Evaluating at 3- and 6-months to see what is most helpful and life-giving! Help them identify the processes and exercises that are sustaining them and keeping them joyful and God-focused during the PMD process.
- 8.4. **“Take notes on yourself”:** become more self-aware of where you are strong and where you need to grow in coaching spiritual formation dynamics more explicitly.

Selected Resources:

- Randy Alcorn. *Money, Possessions and Eternity*. Tyndale House, 1999, 2003; and: *The Treasure Principle*. Multnomah Books, 2001.
- Betty Barnett. *Friend Raising*. YWAM, 1991, 2003.
- William P. Dillon. *People Raising: A Practical Guide to Raising Funds*. Moody Publishers, 1993, 2012.
- Paul R. Ford. “Breaking Free from the Cultural Captivity of American Values” CRM/NOVO doc. 2009.
- Steve Hoke and Myra Perrine. “Creating Your Thrival Strategy.” CRM/NOVO doc 2010.
- Scott Morton. *Funding Your Ministry*. 1999.
- _____. “*The Biblical Basis of Fundraising*” by Scott Morton. The Navigators, 1999.
- Bill Randall, NOVO “Armor On” prayer. 2018.
- Paul Rhoads. “Developing Your Heart Theology” outline. CRM/NOVO New Staff Training module. 2006.
- Steve Shadrack. *The God Ask*. CMM Press, 2013.
- _____. “The Great Prerequisite for Support Raising Success.” Blog 2.19.19
- Steve Hoke, NOVO. 9.24.19 steve.hoke@novo.org