



Greater Sydney SDA Conference

Leading an Equipping Church

"One of the preliminary requirements for equipping ministry is a deep awareness of helplessness. Only then to we really depend on what God has given us"

"Equipping is not a program – The pieces that will make up a dynamic equipping ministry are in your church right now. The equippers, the equipped and the yet-to-be equipped are all around you...Every part of the body belongs to God; every part is there for a reason. Your joyful challenge is to help each member discover that reason!" Sue Mallory

Equipping Principles

- A Vision for equipping must be caught and taught.
 - Establish Biblical foundations
 - Priesthood of all believers
 - Spiritual gifts
 - Church history and how this has impacted clergy/laity
 - Purpose – Individual and Church
 - The church as an organism – together we have it all
 - Christ's relationship to the Church
 - Role of the Holy Spirit
 - The Christian Life as being alive in Christ
 - People's call in the family, church, vocation and Sabbath rest

- Change your role - Self-expectations

Senior Pastors Relinquishes Control – Gives up control of much of his/her previous work.

Evaluate pastoral expectations and everyone else's too

Must preach and practise the vision long before the people really understand it.

What do you think the congregation currently expects is the role of the pastor?

Teacher of doctrinal tradition

Caregiver

Public symbol of the sacred
Presider of rites of passage

Multi- Talented Pastor: We count ourselves fortunate – our pastor can do everything.

The Christ Bearer: Only the pastor can deliver real ministry

The Inspirational Bandage: "Give me something inspirational to get me through another week."

The Church as a possession: "I go to Pastor ____ Church"

- Share and develop the Leadership
 1. Be a real person
 2. Accept limitations of giftedness as a blessing from God
 3. Trust God's people as full partners in ministry
 4. Share the spotlight
- Empowering Leadership Style
 1. First among equals
 2. Mutual visioning. This is what I see...What do you see?
 3. Team Building
- Multiply reproducing disciples by investing in a few
- Teams Replace Committees – A significant difference exists between the mindset of a team approach and the mind-set of a committee.
- Speed Kills – In church transition speeding up often slows the process down. It takes 12-24 months for the vision of an equipping church to start to take root. Shortcuts are often dead-ends.
- Communication – How do we tell the congregation what is going on? How do you let them know what you are learning? People need to see and feel the impact of using their gifts rather than just know the information.
- Need systems of input – insist on suggestions and contributions.
- Change your language to reflect biblical values
 - Delegate – share ministry
 - Job descriptions – ministry descriptions
 - Volunteers - ministers
- Learn to trust leaders to make wise decisions
- Make sure to leave room for Connection

- Make sure we have a process that grows people in terms of ministry involvement. "One couple described the effects of joining a church as being dated hard, married quick and then ignored."
- Notice Who's Leaving...and Why
- Make Time for Affirmation and Appreciation
- Invest the gift of time into key leaders who will then invest time into others.
- Process:
 - Assimilation
 - Bible Context
 - Discovery
 - Matching
 - Placement
 - Coaching
 - Recognition
- Study other stories
- Look for the best in the least likely servants
- Have a plan in place to follow up responses – no questionnaire or response card should ever be handed to a person to fill out unless there is a specific sequence of responsibility in place that will ensure that the information gathered will be used to benefit this person and the church.
- Develop a care team and intentionally equip them for pastoral care. This helps break the old paradigm that only pastors are to tend to the needy.
- Remember that over half the roles in the congregation need to function outside of the church walls in the community.
- Appoint ministry connectors – Placement team
- Take seriously the stewardship of time
- Declare the Value of Training
 - Acknowledge different learning styles, culture, values and needs
- Remember that there is a compounding effect however it takes time and requires patience

Factors that Undermine

- Attitudes that undermine value
- People just feel part of a system
- Culture trap – value is things
- Independence

Shift from Institution to Organism

What factors about church life still emphasise the institutional model of church?

Are the people:

- Critics/Spectators/Shareholders
- Adjuncts to the pastor: We help when the pastor is too busy
- The Pastors always wants something

Motivating People for Ministry

- Examine your motives for motivation
Is it about a larger church?
Our reputations
Impress people
Power over people
Kingdom goals
- People follow someone they trust. Demonstrate credibility

Motivation v Manipulation

Helps people discover v Tells people what they want

Helps people discover and achieve goals v Uses fear and pressure

Love for and what is best for the people v What is best for the manipulator

Motivated people feel joy, peace and satisfaction v Manipulated feel taken advantage of, fear, guilt and anger.

- Primary Motives for Ministry
Make a difference that has eternal consequences
Contribute beyond themselves
Improve the quality of other people's lives
Belong to a group
Feel needed, fulfilled, affirmed and recognized for accomplishments

- Pray for people and what God can do in and through them before approaching them about a ministry
- Communicate how the ministry makes a difference
- Provide a clear outline of what the role means, support and training
- Develop goals with the person for that area of ministry
- Provide training that links with that person's style and availability

Five-Ways to destroy a member's motivation

1. Failure to provide descriptions and leadership
2. Poor supervision
3. No feedback or evaluation
4. Failure to recognize achievements
5. Don't validate the importance of their ministry

Summarised From:

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Greg Ogden, *Unfinished Business, Returning the ministry to the people of God*, Zondervan, 2003,

Del Dunavant, *From Membership to Discipleship*, AdventSource, 2006

E. Stanley Ott, *Transform Your Church With Ministry Teams*, Eerdmans, 2004

Melvin Steinbron, *The Lay Driven Church*, Regal, 1997.

Bill Hybles, *The Volunteer Revolution*, Zondervan, 2004