

Vision for an Equipping Church



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What is an Equipping Church?

It is:

- A movement of God which crosses all denominational lines

It is NOT:

- New
- A Program
- Easy
- A Quick Fix

Healthy, Thriving Equipping Churches all have

- ✓ Servanthood Culture
- ✓ Leadership
- ✓ Comprehensive Discovery
- ✓ Intentional Organizational Systems
- ✓ Ministry Alignment Throughout

Three Critical Success Factors must be in Place

1. Visible Support
2. Point Person who works through teams
3. A Full System

The Equipping Church

Providing personal, relational, Christ-centered growth through ministry in the church, community, world, and the whole of life



<h2 style="margin: 0;">Prepare</h2> <p style="font-size: small; color: white;">How do I understand and become part of the church?</p>	<h2 style="margin: 0;">Connect</h2> <p style="font-size: small; color: white;">Who am I and what are my needs?</p>	<h2 style="margin: 0;">Equip</h2> <p style="font-size: small; color: white;">How do I get ongoing training in ministry?</p>
<h2 style="margin: 0;">Biblical Foundations</h2>	<h2 style="margin: 0;">Discovery</h2>	<h2 style="margin: 0;">Growth</h2>
<ul style="list-style-type: none"> • Outreach • Visitor Followup • New Member Process • Ongoing Involvement 	<ul style="list-style-type: none"> • Discovery Tools • Interview • Gift Assessment • Assess min. needs 	<ul style="list-style-type: none"> • Training • Affirmation • Feedback • Evaluation • Ongoing Leader Development
<ul style="list-style-type: none"> • Spiritual Growth • Maturity • Gifts • Prleashood 	<h2 style="margin: 0;">Matching & Placement</h2>	<h2 style="margin: 0;">Recognition & Reflection</h2>
<ul style="list-style-type: none"> • Ministry Possibilities • Placement • Orientation • Feedback 	<ul style="list-style-type: none"> • Space and Facilities • Policies and Procedures • Budgets and Planning 	<ul style="list-style-type: none"> • Recognition • Holistic Ministry • Reflection • Life Application
<h2 style="margin: 0;">Administrative Support</h2>	<h2 style="margin: 0;">Strategic Support</h2>	<h2 style="margin: 0;">Prayer Support</h2>
<ul style="list-style-type: none"> • Ministry Descriptions • Information Tracking • Systems Integration 	<ul style="list-style-type: none"> • Prayer Team 	

Build Support Systems

<h2 style="margin: 0;">Build Teams and Integrate Roles</h2>		
<h3 style="margin: 0;">Leadership Roles</h3>	<h3 style="margin: 0;">Equipping Ministry Team</h3>	<h3 style="margin: 0;">Ministry Connectors</h3>
<ul style="list-style-type: none"> • Clarify Senior Leadership Roles • Establish the Position of an Equipping Ministry Leader • Establish Commitment to Equipping Ministry • Embody Values of Equipping Ministry 	<ul style="list-style-type: none"> • Build Core Team by Gift • Develop Implementation Teams • Instill Team Health, Vision and Dynamics 	<ul style="list-style-type: none"> • Identify Connectors in all Ministries • Integrate into Equipping Ministry Systems • Coordinate Ongoing Communication

Build an Equipping Culture

<h3 style="margin: 0;">Church Leadership</h3> <p style="font-size: small; color: white;">(Senior Pastor, Key Staff, Influencers, Governing Board)</p>	<h3 style="margin: 0;">Ministry Leaders</h3>
<ul style="list-style-type: none"> • Assess Current Culture • Formulate The Vision • Model Values • Develop Churchwide Strategy 	<ul style="list-style-type: none"> • Prepare The Biblical Foundation • Facilitate Ownership Of The Vision • Affirm Models Of Equipping Ministry

Biblical Foundations:

1 Peter 2:9 (NIV)

⁹ *But you are a chosen people, a royal priesthood, a holy nation, God's special possession, that you may declare the praises of him who called you out of darkness into his wonderful light.*

Romans 12:4-8(NIV)

⁴ *For just as each of us has one body with many members, and these members do not all have the same function,* ⁵ *so in Christ we, though many, form one body, and each member belongs to all the others.* ⁶ *We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your¹ faith;* ⁷ *if it is serving, then serve; if it is teaching, then teach;* ⁸ *if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.*

Ephesians 4:11-12 (New International Version, ©2011)

¹¹ *So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers,* ¹² *to equip his people for works of service, so that the body of Christ may be built up*

Creating an Equipping Culture

What Is Culture?

What Drives Culture?

“Culture at this deeper level can be thought of as the shared mental models that the members of an organization hold and take for granted. They cannot readily tell you what their culture is, any more than fish if they could talk, could tell you what water is.” Edgar Schein

Equipping Ministry must become a **VALUE**, not a program

Core Values of Equipping Ministry

- ❖ Prayer
- ❖ Priesthood of all Believers
- ❖ Servant Leadership
- ❖ Team Ministry
- ❖ Intentionality
- ❖ Proactive Response to Change

How to Build and reshape your culture

- Assess

- Formulate the Vision

- Model Values

- Develop Strategy

Role of Pastors

Role of Church Leadership

It only takes 20% of the congregation who are stakeholders to set the tone for the rest of the congregation

Role of Point Person (Director of Equipping)

It Is NOT:

- Be gatekeeper for all ministries
- Be primary “recruiter” volunteers
- Create ministry descriptions for all areas
- Analyze data and track people’s growth in the church

It Is to:

- Facilitate equipping ministry systems
- Lead gift-based ministry team who implement ongoing systems and processes for equipping ministry throughout the church
- Be a team player on the staff
- Collaborate with the senior and or executive pastor
- Coach, cheerlead, equip and release
- Continually communicate, define and advocate equipping ministry to staff and core team
- Facilitate the core team’s mission and strategic plan
- Interface with ministry leaders with information and support

Multiple shifts along the way....

First Shift: From doing and controlling ministry to leading from a support position

Leadership Shifts:

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Second Shift: From Top Down Leadership to Leading in and Through Teams and Relationships

Team Definition: A ministry team is a small group (3-12) of people, called together by God, who covenant to care for one another, while using their diverse gifts to address heartfelt needs.

Teams are committed to:

- A common purpose
- Each other
- Achieving the teams mission
- Holding each other accountable

Core Team

Implementation teams

Ministry Teams with Connectors

Third Shift: From Unintentional Chaos to Establishing Intentional, Effective Systems That Support All Ministries and People

Systems exist to serve the people

To create systems you must ask:

- **WHAT** do we want to know?
- **WHY** do we want to know it?
- **HOW** are you going to use it?
- How will you **COMMUNICATE** it?

If your support systems are not in place, you cannot succeed and sustain.

What is Prepare?

- Assimilation

- Biblical Foundations

What is Connect?

- Comprehensive Discovery

- Matching and Placing

- Internal Church connections

- External Community Connections

- Follow Through

A word about Communication: An Emerging Shift

Fourth Shift: From being evaluated on what I do, to measuring who and how I equip:

Redefining What We Measure for Success

Resistance to change: What are the key issues?

- More Work to do—one more person to manage
- Is my job in jeopardy?
- Volunteers are not qualified
- I will lose control of my ministry
- I am too busy and there is no good time to start.

Why is Change so Hard in the Church?

"It is not the change that gets you, it is the TRANSITION" William Bridges

Understanding Transition: Leading Change

- Beginning: Letting Go
- Middle: Neutral Zone
- Ending: New Beginnings

Endings require Understanding

- Who is losing what and at what cost?
- Who has to let go of what and hold onto what?
- What is old and familiar.....new and unfamiliar?
- What will change and what will stay the same?
- How will all of this affect different people?

A Common Tactical Error.....is dishonoring the past, and the people who created it.

Vision:

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“You have to relentlessly communicate change from the top down, because the resisters in the middle will spin it differently. Jack: Straight from the Gut by Jack Welsh

Outcomes:

- ✓ Growth
- ✓ Retention
- ✓ Holistic Stewardship
- ✓ Discipleship
- ✓ Transformation

Recommended Reading

Unfinished Business, Returning the Ministry to the People of God. Ogden, Greg. Zondervan, Grand Rapids, MI, 2003.

The Equipping Church. Mallory, Sue. Zondervan, Grand Rapids, MI 2001.

The Equipping Church Guidebook. Mallory, Sue and Smith, Brad. Zondervan, Grand Rapids, MI 2001.

The Serving Leader The Serving Leader: Five Powerful Actions that Will Transform Your Team, Your Business, and Your Community. Jennings, Ken and Stahl-Wert, John. Berrett-Koehler Publishers, San Francisco, CA, 2004.

Doing Church as a Team. Cordiero, Wayne. Regal Books, Ventura, CA, 2009.

The Present Future: Six Tough Questions for the Church. McNeal, Reggie. Jossey Bass, San Francisco, CA 2003.

Managing Transitions: Making The Most Of Change. Bridges, William. Perseus Books, New York, NY, 1991.

The Externally Focused Church. – Rusaw, Rick and Swanson, Eric – Group Publishing, Loveland, CO, 2004.