

CREATING AN EQUIPPING CULTURE IN YOUR CHURCH

Central Canadian District

Network Learning Guide

A PEAK AT YOUR WEEK

Tasks Done By Yourself	Tasks Done With Others (with equipping intent)

In what ways are you currently making disciples who are in turn actively making disciples of others?

REASONS WHY LEADERSHIP DEVELOPMENT IS A BIG CHALLENGE

1. Role Confusion

We have allowed our leaders to become diverted from their primary call of equipping the saints. (Eph. 4:11-12)

2. Mass Production Orientation

We have sought to make disciples primarily through preaching and programming.

3. Pastor-Centered Approach

We have become dependent on paid professionals (clergy) to do ministry rather than practicing the “priesthood of all believers.”

4. Consumerism

We have cared more about keeping our customers happy than issuing a call to authentic discipleship.

5. Perfectionism

Leaders value “quality control”, fostering a sense of – “If you want something done right, you need to do it yourself.”

6. Clutter-Crush Lifestyles

People’s lifestyles are filled to overflowing with competing activities, adding high levels of stress.

7. Celebrity Issue

We view leaders as an elite group of omni-competent experts, excluding ordinary folks.

DISCUSSION STARTER

- Which of these reasons for an equipping deficit resonates most with you? Why?
- What are some other causes of a leadership shortage in our churches today?
- How can pastors inadvertently become a bottleneck in the equipping process?

REASONS WHY WE NEED TO DEVELOP AN EQUIPPING CULTURE (Even Though it's Hard)

1. It's **Biblical**:

What key passages would you use to establish the priority of making disciples and equipping leaders?

2. It's **Practical**:

- What are the **benefits** of making disciples and equipping leaders?

- What are some **negative consequences** of NOT making disciples and equipping leaders?

WHO WE SHOULD BE EQUIPPING AS LEADERS

Christian leadership is the overflow of Christian discipleship. Developing more and better leaders starts with developing more and better disciples.

When disciple-making is left out of the equation . . .

- People don't develop the "fire in the belly" that pushes them up and over the cultural and personal barriers to becoming a Jesus-style leader.
- The way they lead is often not consistent with the manner Jesus modeled and taught.

What we need is "Leading Disciples" or "Discipled Leaders"

Revisit Exodus 18:13-26, Acts 6: 1-7 and 2 Timothy 2:2

1. People of **CHARACTER**

What key qualities do you look for?

2. People of **COMPETENCY**

What leadership abilities do you look for?

3. PEOPLE of **POTENTIAL**

Who are the "Simons" who could become "Peters"?

Who are the “few” you are investing in for the sake of the “many”?

HOW TO GO ABOUT MAKING DISCIPLES AND EQUIPPING LEADERS

1. MENTOR - Orientation: Tell Them What to Do

- Recruit to a vision, not a program.
- Don't just fill slots, grow people.
- Secure their hearts before you ask for their hands.

2. MODEL – Demonstration: Show Them How to Do It

- Imitate vs. impersonate.
- “He who dares to teach must never cease to learn.”
- “Follow my example, as I follow the example of Christ.” Apostle Paul (1 Cor. 11:1)

3. MOBILIZE – Delegation: Let Them Do It With You

- Don't merely train **for** ministry, train **in** ministry.
- Practice the BIG 3: Responsibility – Authority – Accountability.

4. MONITOR – Supervision: Let Them Do It On Their Own

- What you expect, you must inspect.
- Avoid D&D (Dump & Disappear). Stick with them until they experience success.
- Provide the resources and coaching needed to get the job done.

5. MULTIPLY – Reproduction: Deploy Them to Teach Others

- Develop the art of a good release.
- View your church as a River vs. a Pond.
- There is no success without a successor.

5 M's INTERACTION

- Which of the 5 M's above is the strongest/weakest in your equipping process?
- What elements would you add to this equipping process?
- What challenges are you facing as you are walking through this process with people in your church?

DEVELOPING A CULTURE OF DISCIPLE-MAKING AND LEADERSHIP EQUIPPING

1. Integrate disciple-making/equipping into the fabric of your church's mission.
Make equipping a church-wide priority and the primary task of pastoral staff members.
2. Include multiplication via disciple-making/equipping as a core value for your church.
3. Develop a profile of what a disciple looks like (being/doing)
SAMPLE:
A Christian disciple . . .
WORSHIPS God weekly with his/her church family and everywhere else.

GROWS into the character of Christ (fruit of the Spirit) through an intentional discipleship journey with others.

SERVES those God draws near his/her heart around the corner and world.

4. Ensure that your key leaders are invested in disciple-making/equipping, setting the pace for others in the congregation.
5. Create a public pathway for living out your disciple-making/equipping priority.

SAMPLE:

WORSHIP

With Your Church Family
and Everywhere Else
Heart

GROW

Through an Intentional
Journey with Others

SERVE

Those God Draws
Near your

6. Develop some form of "Gather/Scatter" (inside/outside) rhythm.

SAMPLE:

COME & GROW

Worship and Grow
Gathering to be Equipped

GO & SERVE

Grow and Serve
Going out to Engage the World

7. Intentionally align ministries to re-enforce the priority of disciple-making/equipping. Coordinate worship themes/sermon series with small group studies and personal devotion guides.
8. Turn your pathway into a covenant commitment.

As a disciple of Jesus Christ and a member of Christ Church

I covenant to . . .

WORSHIP God weekly with and my church family and everywhere else

GROW into the character of Christ through an intentional journey of discipleship with others

SERVE those God brings near to my heart around the corner and the word

Signed: _____ Date: _____

CONCLUDING APPLICATION

1. What is one "take away" for you from this discussion of disciple-making/equipping?
2. What action step do you plan to take? When? With whom?

If you only had 3 years of ministry left in your church, how would you invest them? For which generation are you living?

RESOURCES

By Greg Ogden:

Unfinished Business: Returning the Ministry to the People of God (Zondervan, 2003, rev. ed.)

Transforming Discipleship (InterVarsity Press, 2003)

Discipleship Essentials (InterVarsity Press, 2007)

Leadership Essentials (InterVarsity Press, 2007)

By Alan Nelson:

Leading Ideas (Group Publishing, 2003)

Me to We: A Pastor's Discovery of the Power of Partnership (Group Publishing, 2007)

By Aubrey Malphurs:

Being Leaders (Baker Books, 2003)

Building Leaders (Baker Books, 2004)

Building Leaders (Baker Books, 2005)