



**CCN LEADERSHIP TRAINING SERIES
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THE EQUIPPING CHURCH

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I. BUILD AN EQUIPPING CULTURE

A. The Foundation: Core Values of Equipping Ministry

Equipping ministry is NOT ANOTHER PROGRAM—it is a value.

1. Prayer

The equipping church recognizes the inherent value of prayer to discern God's vision, leadership and plan toward an equipping ministry model. Equipping church leaders rely on prayer to see God in all aspects of their ministry

2. *The Priesthood of all Believers and the vision of the church as contained in Ephesians 4*

Every member in the body of Christ is gifted and called into ministry. The church embraces people holistically in the discovery of gifts and God's calling. The church seeks to equip people for ministry in the family, the church, the community and the world.

3. *Servant Leadership*

Leaders demonstrate humility, authenticity, accountability, and genuine care of people, and they equip others to use their gifts in the body of Christ.

4. *Team Ministry*

Healthy community and teams are built around the individuality of gifts, team accountability and willingness of people to work for the good of the greater body.

5. *Intentionality*

The church embraces equipping ministry as a value, and models and practices it through the intentional implementation of foundational, supportive systems to prepare, connect and equip people for ministry inside and outside the walls of the church. The church identifies, supports and honors the role of a core leader who facilitates the permeation of these values and systems throughout the body of Christ.

6. *Proactive Response to Change*

The church recognizes and embraces the organic characteristic of change and responds creatively and proactively to shifts in culture. The church continually changes its methods in response to those shifts, but maintains the core value of the message of Christ regarding His church.

B. The Role of the Senior pastor (Ephesians 4:11-12)

- Preach, Teach and Model
- Carrier of biblical values, core beliefs and philosophies
- Advocate and champion values to staff, key leaders and governing boards
- Develop and model team ministry within staff



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C. How to Build the Culture

(1) ASSESS

What is the current culture of our church?
How is our culture communicated?
How does our existing program emphasis reflect our culture?
What and where is our readiness for change?

(2) ENVISION

Where do we want to go?
Who do we want to be?
Who needs to be involved in formulating the vision?
Who needs to own the vision for it to be realized?
Who has the responsibility and necessary gifts to communicate & expand the vision?

(3) EMBODY VALUES

How do I, our team and the church leadership incarnate target values?
Where do we need to change/grow?
How do we facilitate change in our leadership team?

(4) STRATEGIZE

How do we reach our desired future state?
How do we move church wide culture toward the vision?
How do we lay the Biblical framework and foundation for the vision with the church?

(6) CAST THE VISION

How do we share the vision with the church body so that each person can see his or her place in it?

(7) AFFIRM MODELS

What good examples/models are there within the church to affirm?

LEADERSHIP

DEVELOPMENT

Submit questions to CCN's presenters by

Phone: 650-938-7802

Fax: 650-960-8527

Email: questions@ccnonline.net

II. BUILD TEAMS AND INTEGRATE ROLES

A. The Role of: The Director of Equipping Ministry

IS NOT:

- A _____ for all the program ministries.
- An interviewer and _____ for various ministry programs. A _____ managing a program.
- A _____ who tracks peoples' movements in the church. A _____ of ministry descriptions for all areas of the church.

IS TO:

- _____ equipping ministry systems and support other leaders.
- _____ a gift-based team who implement ongoing systems and processes that support equipping ministry throughout the church.
- Be a _____ on the _____
- _____ with the Senior or Executive pastor.
- _____ the equipping ministry team.
- Continually _____ and _____ equipping ministry to the staff and core team.
- _____ the development of the Core Team's _____ and _____

B. The Equipping Ministry Team

1. The Core Team

The **equipping ministry core team** is the team that brings the vision to life. They play a key role in the overall implementation of the ministry. Must **model** authentic gift-based ministry

Who Should Be on This Team?

- Strategizers
- Influencers
- Implementers

2. Implementation Teams

C. Ministry Connectors

The role of the ministry connectors is to:

- Provide two-way communication with equipping ministries.
- Share needs, opportunities, upcoming events regarding human resources to the equipping ministry team in a timely fashion.
- Receive information from the equipping ministry team on people who have expressed an interest or a desire to connect in their ministry.
- Follow up with a personal connection on every name received to share information about their ministry and to seek interest and possible connection of the person.
- Respond back to the equipping ministry team that contact has been made and the results of the connection.

III. BUILD SUPPORT SYSTEMS

A. Administrative Support Systems

1. This support system is the foundation on which all the other areas of the ministry are built.

- Systems exist to serve the people
- Developing Systems is hard work, takes time (time invested at the front end saves years later)
- Create tracking systems to support all information to be gathered AND shared
 - What do you want to know?
 - Why do you want to know it?
 - How are you going to use it?
 - How will you communicate it?

2. In the core team, there will be an administrative leader and implementation team--usually the first one identified. Someone who values/thinks “systems”

Key Points:

- Define boundaries
- Computer system must be personalized to reflect church needs
- A good system must be relational (Some churches who have succeeded in this area have developed their own software)
- Find someone who has the passion in this area to develop systems. (The Director of Equipping Ministry *facilitates* the process)
- Discover felt needs of all ministry areas to valued systems

NOTE:

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

IV. PREPARE

Preparation is the first process through which people are assimilated into the life of the church and which enables you to come to know members so that they may serve and be served. The Preparation process involves informing new and existing people about the church. (Acts 2:42-47)

What is Prepare?

A. Assimilation

- Intentional Pathway from point of entry to point of effective connection. Initial discovery, new member classes etc
- Build and communicate intentional pathways for people to serve and be served
- Develop supporting systems that track each person in the church
- Develop process to communicate appropriate information

B. Biblical Foundations

- Intentional pathways for spiritual growth and maturity, teaching the foundational values regarding gifts, calling and holistic growth in Christ
- The role of the equipping ministry team is to collaborate with other leaders, ministry and staff who are responsible for providing the opportunities for Biblical foundations
- To help define what *systems* are needed to facilitate and effectively track spiritual growth paths and track invitations and participation in these ministries
- Equipping ministry is growing disciples in part through teaching the foundational values of gifts, calling and holistic growth in Christ
- The key is to have a process to discover where they are on their journey

V. CONNECT

The **second of three key processes** in your system involves connecting people, church, and community. Using gifts in service to others requires systems to invite people to serve and to ensure that the ministry experience enables the giver to utilize his/her gifts to the fullest. We need to support members as they discern their call and help them find opportunities to serve. The Connections process includes the development of an interview system, matching members to ministry opportunities, and the subsequent placement of people into those ministries. (**Romans 12: 5-8**)

What is Connect?

A. Discovery

- Personal Interviews
- Assessment Process
- On-Going

B. Matching & Placement

- Church Connections
- Community Connections

C. Follow Through

- Whose Role Is It?

VI. EQUIP

The **third of three key processes** in your system, Equipping that deepens the commitment to service becomes one of the single most important factors in retention. Training, Affirmation, Feedback, and Evaluation are the cornerstones of this process. Leadership Development is an expansion of the process. Recognition is a form of celebration of those in ministry, and the provision of Reflective Opportunities is critical to allow those in ministry to help grow in faith and maturity. (**Ephesians 4:11-13**)

What is Equip?

A. Ongoing Leader Development & Training

- Setting People Up To Succeed

B. Affirmation

- Affirm People's Value in Ministry

C. Feedback

- Two-Way Communication
 - What's Working:
 - What's Not:

D. Evaluation

- **How Do You Make a Good Thing Better?**

E. Recognition

- Faith, Growth and Development Are Tied with Recognition

F. Reflection

- Two Key Questions:
 - So What?
 - Now What?

VII. Summary

Three Critical Elements to Success

1. Visible Support of Top Leadership
2. Point Person Who Works Through a Team
3. A Full System

Equip is everybody's responsibility. But often when it belongs to everybody it gets done by Nobody. That is why it is included in the Equipping Ministry system. It is a VALUE to be taught, to be coached and educated with all the staff and ministry teams. It is an ONGOING issue.

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RESOURCES:

The Equipping Church by Sue Mallory Author; Published by Zondervan
(Available To Purchase at www.ltn.org/Resources/Products.html)

The Equipping Church Guidebook by Sue Mallory and Brad Smith; Published by Zondervan
(Available To Purchase at www.ltn.org/Resources/Products.html)

The New Reformation by Greg Ogden; Published by Zondervan
(Available To Purchase at www.churchsource.com)

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