



reach out. build within.

More Than Filling a Spot: Being an Equipping Church/Organization

Christian Volunteer Managers Network

February 2, 2012





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Welcome!

We're glad you're here!

What you can expect...

- **Introductions**
- **Being an Equipping Church/Organization**
 - What is an Equipping Church/Organization?
 - Biblical Basis for Equipping
 - Differences between a “volunteer” and an “equipping” focus
 - Begin to develop the tools for equipping others
- **Networking!**

Introductions

- Where you're from...
- What you do...
- What gives you the most joy in ministry...

Prayer



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Team CVC Video

“Bear one another’s burdens”

Galatians 6:2

At your table discuss:

What challenges do you face in mobilizing people to volunteer?

Consider this...

- In most churches and organizations, 20% do 80% of the work
- Burned out volunteers
- Lack of volunteers equals a lack of impact
- Lack of impact...lack of Gospel contact

What if...

- What if everyone in your organization/church saw they were part of the mission?
- What if everyone saw every “volunteer task” as a God-given opportunity to share God’s grace through a specially given gift of the Holy Spirit?
- What if everyone who served along side of you said, “I’m a minister” instead of “I’m just a volunteer”?

~~Volunteers~~

Disciples/Ministers

This is what
Equipping Ministry
is all about

Equipping Ministry: A Working Definition

“Equipping ministry means helping each other serve.”

Taken from Putting Spiritual Gifts to Work: Equipping Saints for Service

By Karen Kogler

Some other ways to say it...

- It's being partners in ministry **with** those who serve
- It's about helping people grow as **disciples**
- It's about an **outward** focus
- It's about caring about **all** people
- It's about being **big enough to be small**

Disciples...Not Volunteers

“The macro-outcome of equipping ministry in the church, the community, and for individuals, is that they develop holistically as disciples. This is the shift from volunteerism to discipleship. Our job is to make disciples—not volunteers.”

From Church Volunteer Central Website

A Helpful Quote

“Before people can accomplish anything, their basic needs must be met. We, the ones in charge must remember to give basic support, basic nourishment. We must look carefully at what people need in order for them to do a good job and we must make sure that they get it. **We must serve them in all ways.**”

From To Lead is To Serve by Shar McBee

You are called to be a
Servant Leader

Nothing New Under the Sun

- The idea of equipping people to serve one another is nothing new!
- In fact...it's ancient. It takes us back not only to the early church and its interaction with the community but all the way back to our creation!

God created all of us to serve!

“The Lord God took the man and put him in the garden of Eden **to work it and keep it.**”

Genesis 3:15

“The man gave names to all the animals and to the birds of the air and every beast of the field. But for Adam, a suitable **helper** was not found...And the rib that the Lord God had taken from the man he made into a woman...

Genesis 3:20,22

Equipping others is what God calls us to do!

“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, **for the equipping of the saints** for the work of ministry for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ.”

Ephesians 4:11-13 NKJV

No matter our position....

We Equip Saints!

More from God's Word

“But you are a chosen people, **a royal priesthood**, a holy nation, a people belonging to God, that you may declare the praises of him who called you out of darkness into his wonderful light.”

1 Peter 2:9 NIV

Tough Question

How many ministers do you have at your
Church/Organization?

One More...

“Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many from one body, and each member belongs to all the others. **We have different gifts**, according to the grace given us.”

Romans 12:4-6 NIV

Equipping ministry is.....

- People centered
- Continues after position is filled
- Geared toward seeing ministry (church or organization) as a living, growing organism

and is not...

- Task oriented
- Ends when the position is filled
- Geared toward seeing ministry as a hierarchy of positions (Board, E.D., just volunteers)

Equipping ministry focuses on.....

- Spiritual growth
- Call to ministry
- Ownership of the vision
- Kingdom impact

and not...

- Organizational needs
- Job descriptions
- Cogs in the wheel
- Numbers driven

Equipping The Saints....

A Case Study

Equipping You to Equip Others: What do I do?

6 Core Values of an Equipping Organization

- Prayer
- Belief in the Priesthood of all Believers
- Servant Leadership
- Teamwork
- Intentionality
- Change Agent

Prayer

- Pray for those who are coming to serve
- Pray for those who are being served

Priesthood of all believers

- Spiritual gifts inventory
- Spend time placing volunteers in the right positions according to their gifts (interview)
- Think through the positions before you post them to decipher the type of person you are looking for
- Ask for involvement when it strengthens both organization and servant

Servant Leadership

- Be available...
- Be present...
- Be attentive to needs...

Teamwork

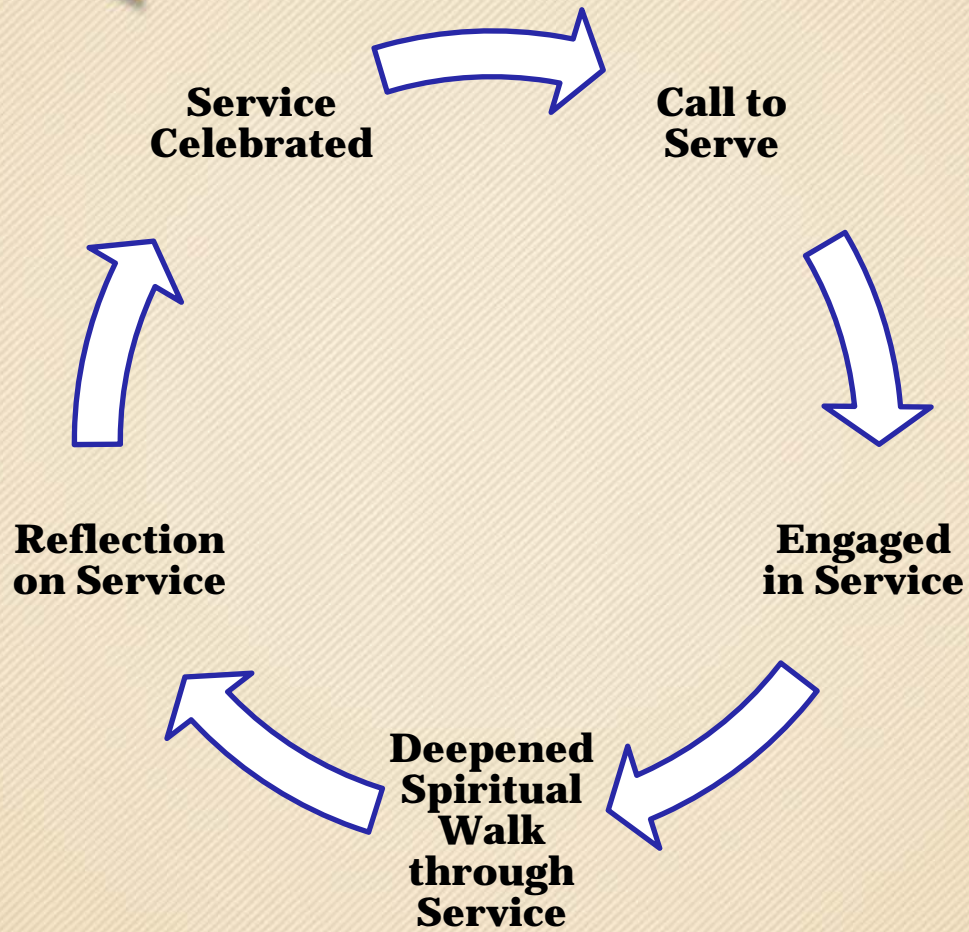
- Seek to bring others along every chance you get (includes training)
- Set up opportunities to allow others to make suggestions
- Include volunteers in decision making process (empower those around you)

Intentionality

- Spend time thinking through the process of the volunteer's development
- Again...be intentional about placement
- Create “Volunteer Development Path” to help connect volunteers to deeper involvement and personal/spiritual development

Intentionality Continued...

- **Have good volunteer management practices in place**
 - Conduct a needs assessment for volunteers
 - Write position descriptions
 - Conduct volunteer orientation and training
 - Provide supervision
 - Regularly evaluate and recognize volunteer programs...and volunteers!



Change Agent

- Ban the phrase “We’ve never done it that way!”
- Allow volunteers input into the program
- Find sources of inspiration for new ideas and bring them to the organization
- Celebrate!
- Be flexible!

Time to reflect and discuss with your partners in the trenches.

- In the shift from a “task oriented” mindset to an equipping mindset in your organization, what are some possible challenges you face? What opportunities does this change in mindset offer?
- How are you currently demonstrating the values of an equipping church/organization? Where might you be able to grow?

Follow the Map (See Handout)

- **Bottom Up...Just like ministry**
 - Biblical Foundation for organizational vision, roles, and equipping ministry
 - Build Teams with Purpose
 - Build Support Systems
 - Prepare, Connect, and Equip the Saints to be who God called them to be

Stand Back...God's Working!

How are things different when I get back to the office?

- You don't have slots to fill. You have an opportunity for someone to live out their faith in the way God designed them (Experiential discipleship).
- You don't find just any body. You find someone called by God to serve with you.
- You're not in charge. You're following on an exciting journey discovering the fisherman God is still calling!

From Volunteering to Equipping

- At your tables discuss three steps that you will take to lead your ministry toward an equipping ministry.
- Be prepared to share a couple....
- And report back in three months on how things are going!

Continuing to Build Within: Resources

- www.churchvolunteercentral.org
- Unfinished Business: Returning the Ministry to the People of God by Greg Ogden
- Putting Spiritual Gifts to Work by Karen Kogler
- The Equipping Church Guidebook by Sue Mallory and Brad Smith



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Thank You!



Thank You!





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Send Me St. Louis

Speed Networking: Food Relief

Thursday, Feb. 16

8:30-10:30 AM

Salem Lutheran Church, Affton

Thank You!

Your feed back matters!

Please take a moment to fill out our survey.

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