

Top Five Church-Wide Problems in Starting Equipping Ministry (“EM”)

Problem	Possible Causes:	Potential Solutions:
<p>#1 EM is seen as a separate, independent program.</p>	<ul style="list-style-type: none"> • Poor integration with other ministries • Inadequate vision casting to key leaders and congregation • Inadequate vision and leadership of the EM team 	<p><i>Integration strategy utilizing existing church culture and structure:</i></p> <ul style="list-style-type: none"> ✓ Church-wide vision casting plan ✓ Training, or replacing leadership or empowering team with needed authority
<p>#2 Church members are either lost in process or confused by complexity.</p>	<ul style="list-style-type: none"> • Inadequate coordination between EM and other ministries • Poorly designed system • Poor administrative support, or over-developed procedures • Poor communication of the vision and values 	<p><i>Integration strategy and ongoing coordination between ministries & departments:</i></p> <ul style="list-style-type: none"> ✓ Evaluate each of the core components of EM and the transitions between each one ✓ Revise administrative systems ✓ Simplify, chart, and prepare simple brochures, etc. ✓ Equip ministry connectors
<p>#3 Other staff and department leaders resist equipping ministry.</p>	<ul style="list-style-type: none"> • Inadequate coordination between EM and other departments • Poor ownership of EM goals and approached by other departments • Unrealistic expectations of EM • Bottleneck of the flow of people by EM • Other staff and leaders do not understand their role, or the benefits they receive by EM • Other staff do not have the skills to “equip” others, rather than “do” the ministry themselves 	<p><i>Integration strategy and ongoing coordination between ministries and departments:</i></p> <ul style="list-style-type: none"> ✓ Involvement of other departments in the planning of EM ✓ Clear communication of the purpose of EM and ongoing communication ✓ Remove EM as the only source of people who serve—train more interviewers and ministry connectors ✓ Clear vision casting and involvement of department leaders in EM planning ✓ Ongoing re-training of department leaders by EM
<p>#4 People are not contacted after being referred to ministries by equipping ministry.</p>	<ul style="list-style-type: none"> • Poor communication and tracking between EM and other ministries • Other ministries/departments already overloaded 	<p><i>Integration strategy and ongoing coordination between ministries & departments:</i></p> <ul style="list-style-type: none"> ✓ Equip “connectors” within each ministry/department
<p>#5 Equipping ministry is overworked.</p>	<ul style="list-style-type: none"> • EM leader may be too centralized in the process • Too few interviewers and EM team members • EM system launched too early 	<p><i>Integration strategy and ongoing coordination between ministries & departments to refer people earlier in the process</i></p> <ul style="list-style-type: none"> ✓ Invite and equip more EM team members ✓ Don’t launch EM until a team is in place and trained