



THE EQUIPPING PASTOR/CHURCH

An equipping initiative of Florida Ministries.

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**Equipping pastors to equip leaders for life.
Encounter & Encourage, Equip & Empower**



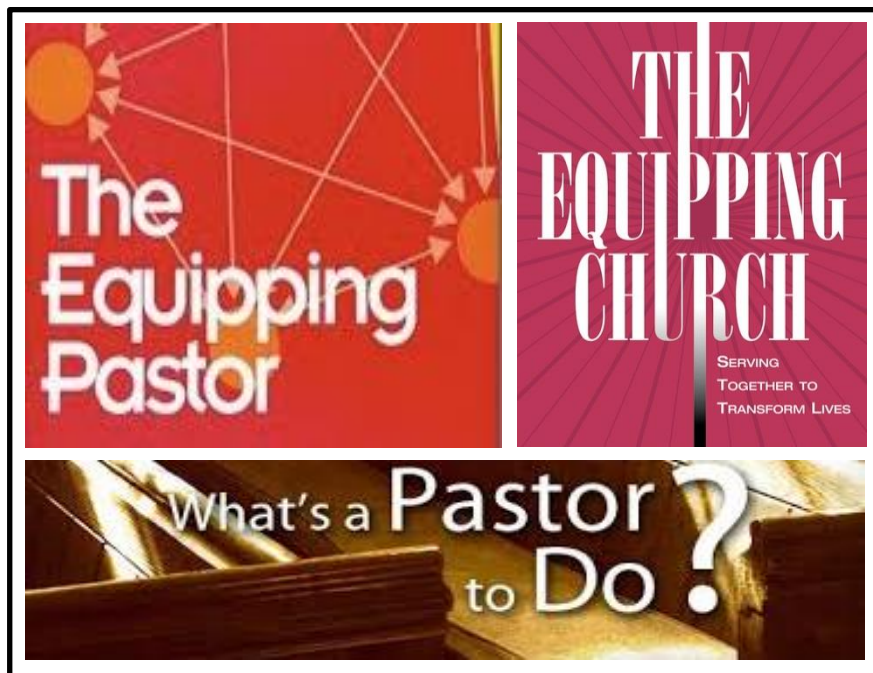
THE EQUIPPING PASTOR/CHURCH

EQUIPPING PASTORS TO EQUIP LEADERS FOR LIFE

This learning module is designed and compiled to introduce you to an equipping pastor and an equipping culture. Portions of this material can be found with additional information in the resource entitled, "***The Equipping Church Guidebook***." You can access this resource on Amazon with the following link.

<http://www.Equipping Church Guidebook, The: Mallory, Sue, Smith, Brad, Rehnborg, Sarah Jane, Wilson, Neil: Amazon.com: Books>

The answers to each fill-in-the-blank can be found on page 17 of this learning module.



PARTICIPANT HANDOUT



WHAT IS EQUIPPING MINISTRY?

When we talk about an equipping focus or culture, we are moving back to the original directive of the New Testament. We intend to guide pastors and churches to reboot their operating system back to the original as best we can to the New Testament. Church, as usual, will not transform the world. Only a New Testament spirit-driven church impacts the world. Shift cultures of origin to a kingdom culture where Jesus is King, and we are His servants, His ambassadors.

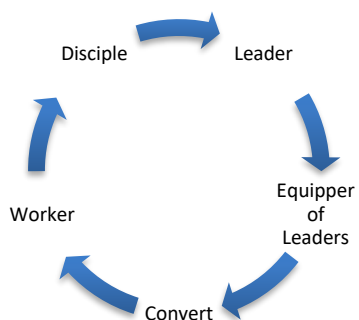
Equipping ministry _____ to understand and live out their calling in every area of their lives. An equipping culture impacts how each one serves their spouse, children, church, and their community. An equipping culture results in maturity beyond what someone believes, to behaviors and what they are becoming. This process begins with a person being assimilated into the faith community and feeling like they belong. Once one feels they belong, the process of becoming and believing morphs into "**a new creature in Christ**" (**2 Corinthians 5:17**); then, shepherd them into becoming a follower of Jesus – a disciple who discipless others.

Healthy church leaders place developing an equipping culture (where they endeavor to place the right tools in the right people's hands at the right time) as a _____. An equipping culture begins with the Biblical mandate of leaders who understand the following passage,

And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, ¹²for the equipping of the saints for the work of ministry, for the edifying of the body of Christ (Ephesians 4:11-12 NKJV).



- 1) The key leaders of an equipping culture understand the Biblical importance of equipping ministry and are proactive in casting the vision for an equipping culture and personally modeling the equipping culture with their lives. Paul said to the Thessalonians, ***"So being affectionately desirous of you, we were willing to have imparted unto you, not the gospel of God only, but also our own souls, because ye were dear unto us" (1 Thessalonians 2:8, NKJV).*** Meetings conducted, sermons preached, Bible studies presented, newsletters, hiring staff members, and even how buildings are built express the culture these leaders are endeavoring to facilitate.
- 2) The key leaders of an equipping culture view the equipping ministry with such importance that a person is hired or appointed as a primary point person. This person should have the gifts and passion for leading an equipping culture in the church. This person may prove to be one of the most critical people on your team. If there is no one with the gifts and passion for equipping, the pastor will begin to cast the vision and prepare someone to serve along their side. Intentional equipping illustrates the culture of developing leaders rather than just waiting on a leader to show up. As a pastor, you will work with Holy Spirit to raise one who can lead an equipping team toward an equipping culture in the church.
- 3) The key leaders of an equipping culture understand that most people require competent shepherds, guides, counselors, and a supportive team. They work with a strategy of next steps to facilitate learning and understanding what their gifts and passions are, then serving in a manner where those gifts and passions are expressed in the church's life. Healthy churches must develop leaders and build systems with structures that move people from guests to active participants in a ministry team. This system of on-ramps assists in moving people from consumer to contributor. Systems and
- 4) Structures serve as on-ramps that move people from viewing the service online to attending the church to being the church in the community, living out their spiritual DNA in all aspects of life.



**EQUIPPING CULTURE IS ONE OF PROCESS,
CYCLE, CONTINUUM, OR JOURNEY**

- 🔥 mobilizing believers of Jesus to discipleship and servanthood is primary
- 🔥 where the pastor is not the doer of all significant things

- 🔥 a ministry that functions through the power of Holy Spirit where His gifts flowing from the disciple of Christ function to carry the authority of the kingdom of God, thereby making more disciples
- 🔥 a culture that shares the vision and equips leaders based on their gifts, passions as designed by God
- 🔥 a culture of building dynamic teams that broaden the base of leadership to increase the capacity for ministry
- 🔥 a culture that develops systems and structures that serve the church rather than the church serving the systems and structures
- 🔥 a culture where diversity is celebrated
- 🔥 where leaders equip leaders and disciples disciple
- 🔥 church life is prayer, work, fellowship, and fun

TEAM Exercise

Discuss the following with your team and answer whether the statements are true or false.

The ultimate goal of an equipping culture is to:

- _____ meet the need for workers in the various programs of the church
- _____ care for the poor, misplaced, broken of the community that will engender more ownership in the church
- _____ close the back doors of our churches
- _____ increase giving in our churches
- _____ provide personal fulfillment through ministry
- _____ help followers of Jesus mature spiritually by using their God-given gifts to serve each other and the community so that the entire church attains the maturity God intended



EQUIPPING IS NOT

- 1) Volunteer Management
- 2) Gifts Assessment
- 3) Small-Group Program
- 4) Social Gospel Ministry
- 5) Membership Retention Program
- 6) A Pastoral Care Ministry
- 7) Mentoring Program



EQUIPPING IS A WHOLE LIFE DISCIPLESHIP ON PURPOSE

There is nothing more _____ than for church leaders to focus on how they can fulfill what Scripture defines as one of their primary functions.

It was He (Jesus) who,

"...gave some to be apostles, some to be prophets, some to be evangelists, some to be pastors and teachers..." (Ephesians 4:11, NKJV).

God gives leaders to the church to equip additional leaders for ministry. They do not appoint themselves; they serve God by leading others into a ministry that develops others, that serve and develop others; when the base of ministry has broadened, the capacity of ministry increases.

A rectangular box with a textured, stone-like background. Inside the box, the text reads: "FOR THE EQUIPPING OF THE SAINTS FOR THE WORK OF SERVICE, TO THE BUILDING UP OF THE BODY OF CHRIST... EPHESIANS 4:12".

FOR THE EQUIPPING OF THE
SAINTS FOR THE WORK OF SERVICE,
TO THE BUILDING UP
OF THE BODY OF CHRIST...
EPHESIANS 4:12

Leaders must serve as _____.

The purpose of the gifts, as mentioned earlier, is to prepare the church to do works of service.

"...to prepare God's people for works of service, so that the body of Christ might be built up..." (Ephesians 4:12, NIV).

Preparing God's people is the mission or purpose statement for church leaders.

When believers serve in ministry rather than consume the ministry of others, they grow. That is the Biblical sequence we see in this passage from Paul to the Ephesians.

"...until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ..." (Ephesians, 4:13 NIV).

Notice the sequence:

- 🔥 GOD GAVE
- 🔥 LEADERS EQUIP
- 🔥 THE CHURCH SERVES
- 🔥 THE CHURCH MATURES

TEAM EXERCISE

In a leadership meeting, ask your team these questions,

- 1) Do the programs and activities we provide in our churches equip people for service?
- 2) Are people serving in ministry or just consuming the ministry?

Remember, the goal is not church program activity, but opportunities that _____
& _____ the church.



**Ministry, Encounter,
Encourage, Equip, &
Empower Expression for
Servanthood, Life Mission,
Maturity.**

As an equipping church, our goal would be to disciple one who discipless.

When this occurs, the outcomes are exponentially increased.

With this understanding: What you have learned _____ and what you
have been given, _____ it away.

As an equipping pastor/church, the goal is
individual health that leads to congregational
health. Equipping is relational _____
_____ discipleship that leads to
_____ discipleship that leads to whole community
_____.



***"From him, the whole body, joined and held
together by every supporting ligament, grows and
builds itself up in love, as each part does its work (Ephesians 4:16, NIV).***

Many people mistakenly define equipping by the _____ they do rather than by
the individual _____ that _____.

Ask your leadership team the following question,

- 1) What percentage of the church is engaged in expressing their God-given passion in ministry?

Equipping is much more than a program that a pastor leads and the church embraces. It is a culture that permeates everything we do as leaders. It is a reboot to God's original plan of equipping leaders to do their works of service that increases and edifies the church.



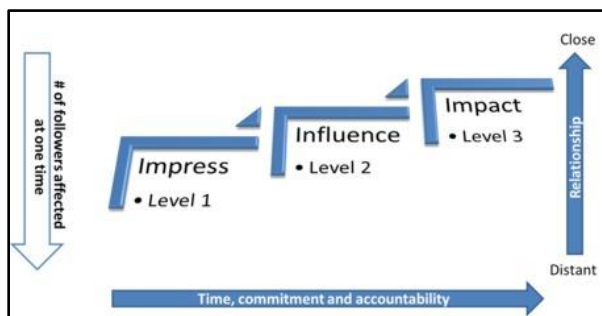
EQUIPPING IS WORK

The equipping culture in the church cannot be laid out on a whiteboard in a one size fits all program. Equipping is not a simple, quick fix. Most pastors expect immediate results and find it hard to set up systems and structures that lead a church into the transition from church as usual or by what is expected into church Unusual to meet the new testament mandate to make disciples who disciple. The equipping culture must be understood as crockpot cooking, not microwave.



Systems serve as _____ to ministry service.

- 1) We live in a culture with a superstore, supersize, mega-church mentality. Choices, choices, choices, location, location, and location are the day's marketing strategy. Slick websites, smoke and mirrors, program-driven activities provide a shadow but may lack substantive transformational goals. While those elements of church are pleasing to the human senses, they promote a consumer culture. That culture screams, "come and see," rather than "go & tell." There must be the come and see that leads to the "go-and-tell" empowering of every believer to find their gifts and passion and express it everywhere they go. People shop church like car lots, looking for the best religious goods and services. It used to be a guest would get their first glimpse at your church in the parking lot or foyer, but today, the first stop is online. Be assured the guest who comes to attend have already been online and has seen something that connected with them.
- 2) Church leaders tend to import a program or copy some curriculum to meet a need or address a problem within our ministry to see the other church's results. Many of these programs have been highly successful in other churches, but they do not fit every context. At the same time, some of these may make a big impression they have little impact. The question then becomes are we looking to IMPRESS or IMPACT?



SHORT TERM SUCCESS, LONG TERM FAILURE

The programs, ideas, or curriculum from other churches can serve as a starting place but should never be the goal. Every church has general purposes, but the church your serve is individually unique in its purpose.



SOME PRIORITIES OF AN EQUIPPING CHURCH CULTURE

The equipping pastor/church will function in specific values relative to developing an equipping culture. Without these as an **intentional priority** of the leadership, the church will never move from the Moses model of ministry, where he was the "doer of all significant things." It was so burdensome to Moses, Jethro said to him, (as Moses wrote about in Exodus), *"Moreover thou shalt provide out of all the people able men, such as fear God, men of truth, hating covetousness; and place such over them, to be rulers of thousands, and rulers of hundreds, rulers of fifties, and rulers of tens: And let them judge the people at all seasons: and it shall be, that every great matter they shall bring unto thee, but every small matter they shall judge: so shall it be easier for thyself, and they shall bear the burden with thee. If thou shalt do this thing, and God command thee so, then thou shalt be able to endure, and all this people shall also go to their place in peace" Exodus 18:21-23, NKJV*). Jethro's admonition matches the Pauline approach of whole-life discipleship. Paul told Timothy, *"And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also" (1 Timothy 2:12, NKJV)*. The intentional equipping of the church does not move as a programmatic system. Equipping is oven into the fabric of the entire church. If this is not the case, the church is nothing more than a gathering of people, not the temple of Holy Spirit, the body of Christ, which brings the authority of Christ's kingdom into the cultures of the world.

- 1) **PRAYER** - The equipping culture recognizes the inherent value of prayer as a means of discerning God's vision, developing leadership, and planning toward an equipping culture. Equipping church leaders rely on prayer, making sure that the church's work is in alignment with God, His Word, and functions in the power of His Spirit.
- 2) **THE PRIESTHOOD OF ALL BELIEVERS** - Every member within the body of Christ is called and gifted into ministry. The church's leadership must lead the body's membership into understanding their calling and gifting that the body may be edified and increase as specified in Ephesians 4. Leadership intentionally equips for works of service in the family, church, community, and the world.
- 3) **SERVANT LEADERSHIP** - Leaders demonstrate genuine care for people with a spirit of humility and authenticity, willingly making themselves accountable as they equip others to use their gifts in the body of Christ.
- 4) **TEAM MINISTRY** - Healthy community in a team setting is built around the uniqueness of each person's gifts, embracing accountability to team members with a willingness to work for the good of the whole church.

- 5) **INTENTIONAL WITH CHANGE** - The church recognizes and embraces the organic character of change that responds creatively and proactively to shifts in culture. The church continually changes methods but always maintains the message. The content forms the container.
- 6) **LANGUAGE SHIFTS IN AN EQUIPPING CULTURE** - An integral part of embracing the intentional priorities of an equipping culture involves shifts in language. The words we use to communicate specific values are important. Our language and ministry philosophy will reveal what we believe. Jesus said, "*out of the abundance of the heart, the mouth speaks*" (Matthew 12:34, NKJV).

The following reflects some vocabulary shifts:

From **recruit** to **INVITE**
 From **delegate** to **RELEASE**
 From **volunteer** to **SERVE**
 From **volunteers** to **MINISTER/SERVANT LEADERS**
 From **administration** to **INFORMATION/COMMUNICATION**
 From **committee** to **TEAM**
 From **programs** to **MINISTRY**
 From **visitor** to **GUESTS**
 From **exclusive** to **INCLUSIVE**
 From **behavior modification** to **TRANSFORMATION**

The list will continue to grow as you continue to follow Holy Spirit in the methodology of the ministries you lead. Remember, methods are always negotiable, dynamic, evolutionary, ever-changing, but the message is concrete, static, never changing! *Andy Stanley said, We have been married to the methods of the church and dated the message when we ought to marry the message and date the methods.* Methods, systems, and structures must serve the church, and not the church serving the methods or systems and structures. Work to become comfortable with change, but the message must never be negotiable.

TEAM EXERCISE

Discuss with your leadership team additional language shifts necessary?

From _____	to _____
From _____	to _____
From _____	to _____
From _____	to _____
From _____	to _____
From _____	to _____
From _____	to _____
From _____	to _____
From _____	to _____
From _____	to _____

Theology is revealed as you search the Bible, and methods are understood as we interact with the people we serve. Your search in the Scriptures and your relationship with Jesus are essential, and all the ministry methods, while important, are lifeless without the Lifegiver. Your leadership of the people you serve must be steeped in God's Light.

Psalm 36:9 "In thy light O Lord, we have light."

What is His Light? Below are at least four significant and divine sources of light. And, we as a church must walk in God's Light to the best of our knowledge and ability

Creation: *Genesis 1:3*
God's Word: *Psalm 119:105*
God's Son: *John 8:12*
God's People: *Matthew 5:14*

Walking in the LIGHT connects to our primary purpose, according to *Ephesians 4*. Encountering, encouraging, equipping, empowering through preaching, teaching, counseling, shepherding, serving, and guiding others to embrace God as Creator, experiencing God's Son and His Word, all the while engaging God's people in relationships.



TEAM EXERCISE – Lead your ministry team through the following discussion starters.

LEADERSHIP TEAM REFLECTIONS ON THIS SECTION

I have learned... _____

I am reminded... _____

I plan to lead... _____



LEADERSHIP TEAM MEETING: PURPOSE, IN LIGHT OF EPHESIANS 4

Use the following as a discussion guide with your leadership team regarding an equipping culture.

We must understand the why as the reason we do what we do. A means is the what – what you do regarding activities. If the what's are not carefully connected to why, you may have too many programs, meetings, and conflicts. In short, you will have a highly complex church. As a result, you may find much of your time running diversely directed programs, spending your time corralling people who lead programs toward competing or divisive purposes.

- 1) In addition to *Ephesians 4*, identify other Bible passages and church documents that address the purpose of church leadership.
- 2) The following are considered part of the roles of church leaders
 - a. Guard and teach the doctrine of the church
 - b. Shepherd and care for the flock
 - c. Provide vision and direction
 - d. Pray for the church and provide a spiritual example

Which of these are the means that are necessary to equip the saints? What are some other means, activities, and programs in your role as church leaders? What are some other purposes of your role as a church leader?

- 3) Discuss examples of church failure to differentiate between the "means" of your role and the "purpose" of your position. What happened? How was it corrected? How could it have been avoided with the clarity of purpose from the beginning?
- 4) The root meaning of the Greek term in Strong's concordance translated "*equip*" is "*to mend a broken bone or repair a torn fishing net.*" So, as you equip the people in your church, what is broken that must be considered before they are ready to do the works of service?
- 5) Leaders must clearly understand *Ephesians 4:11-16*. If leaders equip for works of service, then the entire church will grow to maturity. Is the purpose of church leaders
 - (a) to mature the saints
 - (b) to equip the saints so that God will mature them?

What is the leader's role, and what is God's promise?

Is the purpose of church leaders to

(a) exercise their gifts

(b) exercise their gifts in a way that they see people doing works of service as a result?

How would (b) look different from (a)?

6) *Ephesians 4:11-16* must be communicated as follows:

- a. God gave leaders to the church with specific gifts
- b. The purpose of these leaders is to equip the saints for works of service.
- c. As saints are equipped for works of service, the entire body will grow to maturity.
- d. Maturity results in reduced confusion, greater truth, and individuals connected to Christ and each other forming a complete interdependent body.

7) How would you restate or add to this? How could this be restated to determine how to focus your time and activities toward a clear purpose? Using this compass, what would be the most critical item on your "**to-do**" list as church leaders? What would be on your "**to stop doing**" list? As you apply this compass to the church programs and activities you oversee, how do these equip the saints for works of service? How would you measure this?

8) What is the difference between the following?

- a. Creating an equipping culture that implements a particular church strategy such as closing the back door through which visitors slip away without becoming members
- b. Creating an equipping culture that implements a particular church purpose such as "membership" or "service."
- c. Creating an equipping culture that established the foundation and church-wide internal culture with systems and structures on purpose. Driven by God's strategy for ministry to equip the saints for their works of service.



THE BIBLICAL ESSENTIALS OF AN EQUIPPING CULTURE

Across all Christian denominations, we find a history of theological support for gift-based service in ministry by all believers. The emphasis and methods may vary, and there may be huge disparities between the theology and practice of equipping ministry, yet there is an amazing agreement in the central points. In large part, this is due to the many scriptural references on the subject. In the following essentials, you will find these texts and their significance for equipping ministry. You can build on these passages as you develop Bible studies, write sermons, and create vision pieces to educate and inspire your congregation about the importance of serving through giftedness to equip every believer for their work of service adequately.

ESSENTIAL 1 – A MINISTRY OF SERVING OTHERS IS AN ACT OF LOVE FOR AND WORSHIP OF CHRIST

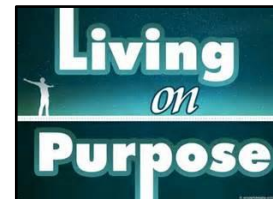


Romans 12:1-6

An equipping culture is one that at its core is the biblical admonition of serving others. Life in Christ above all else is an act of love and _____ to Christ. Worship is not merely an event that takes place when we arrive on the church property for “worship services”. When we use this language, we emphasize that worship occurs when you come to church rather than extending our service to outside the walls of the church. God has given gifts and we are _____ of the gospel, our time, treasure, talent, and every relationship God has given us opportunity to pursue.

ESSENTIAL 2 – GOD HAS AN INDIVIDUALLY UNIQUE PURPOSE OR CALLING FOR EACH OF OUR LIVES

Ephesians 2:10, I Peter 2:5, 9-10, Matthew 25:31-46



An equipping culture is one that embraces the priesthood ministry of all believers. Clergy, lawyers, doctors, teachers, mailmen, homemakers, contractors, physically fit as well as those with disabilities are _____.

In this essential we find the foundation for changing our language of volunteer to _____ or servant leader. Using the term volunteer implies that you can _____ to do something. It sounds as though it is optional. In the

kingdom of God, fulfilling your individually unique place is your greatest life. As we embrace our God given design, we will serve out of our sweet spot that produces a greater impact through influence in relationships. For this we were created.



ESSENTIAL 3 – EVERYONE HAS GIFTS TO FULFILL OUR CALLING

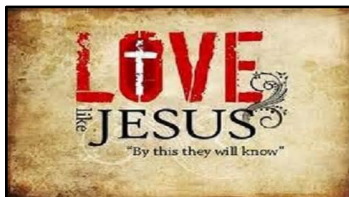
1 Peter 4:10-11, 1 Corinthians 12:12, Chapter 14

Our gifts are to be used to accomplish _____ will and give glory to Him as Creator. He is the Source and will forever remain the Source of gifts given. Relationships are the resource God uses to make a difference in the world.

ESSENTIAL 4 – GIFTS ARE TO BE USED FOR THE BENEFIT OF ALL

Romans 12:4-8, 1 Corinthians 12:4-12, 18, Mark 10:42-44

The purpose of spiritual gifts is to serve the _____ not the individual. We grow to a level of maturity as we serve. As we serve, we glorify God while growing in our relationship with Him and others. Gifts are to be used in everything we do. Gifts are given to serve the community, not the individual.



ESSENTIAL 5 – WE MORE DEEPLY UNDERSTAND OUR RELATIONSHIP WITH CHRIST AS WE SERVE IN COMMUNITY WITH OTHERS

***Romans 15: 1-3, Philippians 2:21, John 15:12-17, 21:15-17
Ephesians 4:16***

We do not live to _____ neither for ourselves. I am afraid we have more ***Philippians 2:21*** Christians than we do ***Philippians 1:21*** Christians.

CONSIDER WITH YOUR LEADERSHIP TEAM: Compare the Philippian passages and search the "***one another***" passages in the scripture. God uses the challenges of relationships and our service to one another to teach us about His relationship with us. The church is the village that impacts our Jerusalem, Judea, Samaria, and the world.

Getting involved by using your gifts accelerated your spiritual growth immensely. God designed it that way. Don't head for the grandstands when you enter the kingdom of God. Head for the playing field. That is where the excitement is. That is where the action is, but most of all that's where our Creator is!

Wayne Cordeiro
Doing Church as a Team





ESSENTIAL 6: SPIRITUAL GROWTH OCCURS AS WE SERVE OTHERS

James 1:22-27, James 2:14-17

Jesus spoke about new wine and old wineskins. He was emphasizing wine is active and dynamic, which forms the wineskin. In other words, what is being poured in should form the container. We tend to allow the containers to restrict the contents. A church will never become an equipping church where containers are restrictive.

Hence, the metric used when evaluating spiritual growth is, if the containers (people) are being _____ in relationships of service, mentoring, discipling, teaching, and preaching, etc. Numbers are important, but they cannot tell you about the spiritual formation of an individual life that now is growing into impacting others in the manner they have been impacted. Deep spiritual growth _____ as we serve others.



IMPERATIVE 7 – THE ROLE OF LEADERS IN A CHURCH COMMUNITY IS TO EQUIP OTHERS TO USE THEIR GIFTS, RESULTING IN MATURITY

Ephesians 4:11-16

The 20st Century church shifted away from the view of the ministry function of apostle, prophet, evangelist, pastor/teacher as _____, to a view of the leader as a manager, or CEO. We are not called to manage people; people are externally unmanageable. In this Century, God seems to be calling men and women to align with the primary role of equipping people for works of service. We must be equippers of equippers, disciples that disciple. While understanding an equipping culture may be new to you, it is as ancient as the beginning of time. The work toward an equipping culture is a REBOOT to God's original plan.



REFLECTIONS ON THIS SECTION

TEAM EXERCISE – Lead your ministry team through the following discussion starters.

I have learned _____
I am reminded _____
I plan to lead _____



LEADERSHIP TEAM MEETING: VISION OF YOUR CHURCH FOR EQUIPPING MINISTRY

Use the following as a discussion guide with your leadership team regarding an equipping culture.

1. What is the most compelling Bible passage for encouraging your leadership team to increase attention toward an equipping culture?
2. Which of the Biblical principles supporting equipping ministry is the most personally motivating or convicting as you consider this shift to an equipping culture?
3. Which of these principles should be emphasized in your teaching as you encourage your congregation toward intentional caring through greater personal involvement based on one's unique gifts and passion?
4. What are some of the necessary biblical components of an equipping ministry system based on these principles? How can these principles be integrated and communicated in whatever system you build?
5. As you implement equipping ministry in your church, how can you ensure that, along with finding members to meet ministry needs, you emphasize the importance of personal spiritual growth through service?

FILL IN THE BLANK

Page 2

Prepares People
Primary Focus

Page 4

False
False
False
False
False
True

Page 5

Important
Stewards/Trustees

Page 6

Edify
Increase
Teach
Give
Whole Life
Whole Church
Transformation
Activities
Relationships
Occur

Page 7

On-Ramps

Page 13

Devotion
Stewards
Priests
Ministers
Choose

Page 14

God's
Community
Ourselves

Page 15

Fruitful
Occurs
Equippers