

## Strategy: Congregational Mobilization

The Fellowship

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## Implementation

This ministry mobilization material provides the information that the **Mobilization I-Team** needs to do its work.

*QUESTION:*

**How much of the ministry  
is on the pastor's back?**

*FACT:*

**Activating the whole church for  
ministry is God's plan for the Church!**

## Mobilization is God's Plan!

"Grace was given to each one of us according to the measure of Christ's gift... And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ..."

Ephesians 4:7, 11-12 (ESV)

## How is The Fellowship Doing?

## How Is The Fellowship Doing?

1-2.2= POSITIVE	2.3-3.4= WARNING	3.41-5= DANGER
"Most of our lay people are involved in the church's ministry."		2.82
"The leadership empowers the congregation, not the staff, to do the ministry."		2.55
"The church has a ministry that helps people to discover their gifts and abilities."		3.23

## A Strategy for Mobilizing the Congregation

Question:  
**How do you strategize to mobilize a congregation?**

Answer:  
**Six step process.**

### Step 1: Grasp the Importance of Mobilization

- Moves church from sitting to serving (football).
- Clarifies who is in the ministry.
- Increases giving.
- Increases ministry (more ministry).
- Necessary for maturity (Eph. 4:11-13).
- Necessary for membership in the church?

### Step 2: Understand the Problem of Mobilization.

- The majority aren't involved ("unemployment problem").
- Illustration: The 20-80 principle (Pareto) and the 10-90 principle (Gallup).
- How are you doing (20%)?
- Why? Brainstorm\*

### 7 Reasons For This Problem

- Are any of the following true of The Fellowship?

### 7 Reasons For This Problem

1. A faulty recruitment process-based on emotion and coercion.
2. A lack of knowledge as to how to mobilize the congregation for ministry.
3. Some ministers don't want congregational involvement (job security).

## 7 Reasons cont'd

4. Too busy with other matters (time issue).
5. Some simply aren't interested.
6. Some fear failure.
7. Most believe it's the pastor's and/or staff's job.\*

## So What?

I'm convinced that Satan has used this lie more than any other to virtually cripple the church around the world!

(If businesses operated this way - and some do - they would be out of business! The church is going out of business!)

## Lead Pastor Job Description

### JOB SUMMARY

The Lead Pastor is responsible to preach and teach the Bible, lead the church and staff, while working closely with the elders.

## Lead Pastor Expectations

- Preach & teach the Bible
  - Communicate and honor God's Word.
  - Protect the congregation from false teaching.
- Lead & direct the affairs of the church.
  - Oversee & monitor the church's general spiritual condition.
  - Lead by example in prayer
  - Pursue the church's mission & cast its vision.
  - Develop those around him to implement the church's overall strategy

## Lead Pastor Expectations

- Lead & direct the staff.
  - Recruit new staff
  - Develop and evaluate staff
  - Work closely with staff
- Lead & work with the elder board.
  - Support the board
  - Serve with the board
  - Communicate with the board

## Lead Pastor Expectations

- Oversee the church's finances.
  - Work closely with those who oversee the budget
  - Manage the finances within the budget parameters
  - Raise funds as needed.

### Step 3: Embrace the biblical solution for mobilizing your congregation.

- It's God's will that every believer "does the ministry."
  - Every member is called to serve. (Eph. 2:8-10; Rom. 8:28)
  - "... In all things God works for the good of those who love Him, who have been called according to his purpose."
- Every member is a minister/priest.
  - The "priesthood of the believer" (1 Pet. 2:5; Rev.1:6, 5:10).\*

### Priesthood of the Believer

"To him who loves us, and has made us to be a kingdom and priests to serve his God and Father. . . ."  
Rev. 1:6

### Priesthood of the Believer

"You have made them to be a kingdom and priests to serve our God."  
Rev. 5:10

### The Holy Spirit

- Every member is empowered by the indwelling Holy Spirit to serve.
  - All believers are indwelt by the Spirit (1 Cor. 6:19).\*
  - The Spirit empowers us to serve or do the ministry (Eph. 3:16, 20).\*

WE'RE NOT ALONE!

### The Temple of the Holy Spirit

"Do you not know that your body is a temple of the Holy Spirit, who is in you, whom you have received from God? You are not your own; you were bought at a price."  
1 Cor. 6:19

### The Spirit Empowers Us

"Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us. . . ."  
Eph. 3:20

## Divine Design

- Every member has a unique divine design with which to serve.
  - "Your hands shaped me and made me... Remember that you molded me like clay."

Job 10: 8-9

## Divine Design

"For you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made."

Ps. 139: 13-14

## Divine Design

This design consists of our natural and spiritual gifts, passion, temperament, and experience.

## Divine Design/SHAPE

- Spiritual Gifts
- Heart/Passion
- Abilities/Natural Gifts
- Personality/Temperament
- Experience

Aubrey Malphurs & Rick Warren

## Spiritual Gifts

- 4. Every member has spiritual gifts with which to serve others in the body.
  - God has provided each of us with spiritual gifts (Rom. 12, 1 Cor. 12, Eph. 4, 1 Pet. 4).
  - We're to use our gifts to equip one another to do the ministry (Eph. 4:11-13).\*

## Congregational Mobilization

### FACT

If gifted people in your church aren't equipping the congregation for ministry, **your church will not mature**

Eph. 4:11-13

### Biblical Role of the Congregation

Christ gave us: apostles, prophets, evangelists, pastors, teachers.....(Eph. 4:11)

**to prepare God's people** for works of service (Eph. 4:12)

**so that the body of Christ may** be built up until we all reach unity in the faith and the knowledge of the Son of God and **become mature attaining, to the full measure of Christ** (Eph. 4:13)

### Natural Gifts

#### ABILITIES

Singing	Drama
Coaching	Leadership
Audiovisual	Finances
Play an instrument	Electronics
Engineering	Writing

### Natural Gifts

Yours?

### Spiritual Gifts

Administration	Evangelism
Encouragement	Faith
Giving	Helps
Leading	Mercy
Pastoring	Teaching

(Rom. 12, 1 Cor. 12, Eph. 4, 1 Pet. 4)

### Spiritual Gifts

Yours?

Take the Spiritual Gifts Inventory

### Passion

- God has provided us with a unique divine design for ministry (passion).
- God has provided us with passion as part of our design (Rom. 15:20; 12:11; Acts 18:25).
- Passion is an emotional concept - it's what we care deeply about and what we feel strongly about.
- Our passion directs and energizes our gifts.\*

**Passion**

James Dobson?

**Passion**

James Dobson? Family

**Passion**

James Dobson? Family  
Billy Graham?

**Passion**

James Dobson? Family  
Billy Graham? Lost People/Evangelism

**Passion**

James Dobson? Family  
Billy Graham? Lost People/Evangelism  
Louie Giglio?

**Passion**

James Dobson? Family  
Billy Graham? Lost People/Evangelism  
Louie Giglio? College Students

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James Dobson? Family  
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Chuck Colson?

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## Passion

James Dobson? Family  
Billy Graham? Lost People/Evangelism  
Louie Giglio? College Students  
Chuck Colson? Prisoners  
Bill Hybels? Leadership

## Passion

• Yours?

## Temperament

6. God has given us a unique divine design for ministry (**temperament**).

- God has provided us with temperament as part of our design (Acts 15:36-41).
- Our temperament provides the **unique personal behavioral characteristics** for ministry (the DISC\* and MBTI).

## Temperament

- REFERENCE: Temperament Session

## Life Experience

- 7. God has given us a unique divine design for our ministry (life experience).
  - God is sovereignly in control of our lives (Ps. 24:1-2,135:6; Ac. 15:18; Eph. 1:11).
  - He uses all that happens to us for his benefit (Rom. 8:28) including our life experience.
  - What life experience do you bring to ministry (before and/or after faith)?

## The Biblical Solution

**Step 4: Understand that our design is key to our direction and development as lay ministers (three Ds).**

- Design - who are you?
  - Gifts
  - Passion
  - Temperament
- Direction - how will you serve?
- Development - how will you grow?

## Vision

**Step 5: Envision a Church Fully Mobilized for Ministry.**

- The vision question: What would it look like around here if everyone got involved in meaningful, Christ-honoring ministry?

## Vision

**Step 5: Envision a Church fully Mobilized for Ministry.**

- Envision a church led by people with leadership gifts, taught by people with teaching gifts, shepherded by people with shepherding gifts, doing evangelism through people with evangelistic gifts, and being helped by people with helping gifts.
- This is a spiritually mature church!!

## Vision

**Congregational Mobilization**

- We envision a church where most people are involved in doing the ministry, not the staff. We will be trained to do the ministry by people with leadership gifts, teaching gifts, shepherding gifts, evangelistic gifts, and helping gifts so that we may become a mature church as found in Eph. 4:11-13.

## Congregational Mobilization

### Step 6: Design a Process for Mobilizing Your Church.

1. Preparation for mobilization\*
2. Process of mobilization.

## Preparation

1. Leadership of mobilization ministry (Mobilization Implementation Team).
2. Recipients of ministry is everyone! - 100% (A requirement for membership\*)
3. Length of ministry (ongoing-life of the church).
4. Design of the Ministry\*

## Congregational Mobilization

### Step 6: Design a Process for Mobilizing Your Church.

1. Preparation for mobilization
2. Process of mobilization\*

## Process

- A competent mobilization process has 3 phases:
- (Begins with discovery and ends with placement)
  - Phase 1: Assess
  - Phase 2: Consulting
  - Phase 3: Placement

## Phase 1: Assess

### GOAL: THREEFOLD

- Explain the divine design concept (gifting, passion, temperament)
- Explain the three Ds (design, direction, development)
- Take assessment tools (gifts inventory, etc.)
- Offer this regularly (monthly, quarterly?)

Total time: 2 hours (public)

## Phase 2: Consulting

### GOAL: THREEFOLD

- To answer questions and confirm designs (1st. D).
- To discover their ministry direction (2nd. D).
- To connect them with a church related ministry (ministry descriptions\*).
- Indoctrinate lay staff in process & tools

Time: 1-2 hrs. (interview: one-on-one)

### Phase 3: Placement

**GOAL: THREEFOLD**

- Choose a ministry based on your design.
  - Several ministry options: Established or new ministry.
  - Every ministry will have a job description designed by the supervisors.\*
- Prepare for the ministry (apprentice).
- Assume the ministry (lead).

Time:?( ministry supervisor)

### Sample Ministry Description

1. Ministry Title: Adult Sunday School Teacher.
2. Ministry profile/job description:
  - Gifts - teacher
  - Passion - adults
  - Temperament - C.
3. Ministry responsibilities.  
(Cf. sample-p. 357 in ASP)

### Communication

- What needs to be communicated?
- Who does it need to be communicated to?
- How should we communicate it?
- When does it need to be communicated?

### Mobilization Quiz

- Mobilization is important because it moves people from sitting to serving?
- The problem of mobilization is that too many people are involved in ministry?
- It's the pastor's job to do the ministry?
- It's the staff's job to do the ministry?
- Every member is a minister?
- Not every believer is a priest?

### Mobilization Quiz

- Only clergy have spiritual gifts?
- Where in the Bible does it teach that the church won't mature unless people exercise their spiritual gifts?
- Your passion energizes and directs your spiritual gifts?
- Identify the three phases of a good mobilization process.

### Bibliography

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