

# Empowering Your Members to Serve

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TEXT ME:  
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*FaithUnleashed*  
A CHRISTIAN CONSULTING GROUP

# About Me

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Lifelong Jesus girl and member of the WELS

Wife to Alan, mom of 3, nana to 2

Coordinating Volunteers for over 35 years

Served as the Coordinator of Member Ministry at Trinity from 2008 – 2015

- Worshipped 400 / 399 actively engaged in Ministry

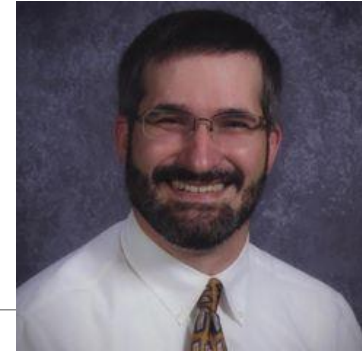
Bible Study Facilitator / Author of “The Facilitator’s Guide”

Launched Faith Unleashed Consulting January 17, 2017 **6 years ago today!**

- Assisted over a dozen congregations with developing their MM System (Missions to Congregations of thousands)
- 2022 Launched FUEL Your Leadership online leadership development



*Faith Unleashed*  
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✝ Faith Unleashed Consulting equips and empowers Christians to actively live out their unique calling by:

1. Assisting congregations to create customizable, sustainable systems to engage, equip and empower members in meaningful ministry
2. Helping individuals to live out their personal calling by conducting workshops and through speaking engagements
3. Coaching WELS pastors, staff and lay leaders to intentionally involve more people in ministry

# Tell me about you...

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- First time to a WELS conference?
- Pastor
- Staff Minister
- Seminary Student / Student
- Lay Leader

# Handout and a Drawing for a Free Webinar

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You are going to forget 70% of what you hear today.

“Moving from Doer to Developer  
and  
the Art of Inviting”

Continued Learning Opportunity!

Wednesday, February 15th 9:00AM or 7:00PM

[www.FaithUnleashedConsulting.com](http://www.FaithUnleashedConsulting.com)

# Definition of Culture: Kurt Nitz

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“The shared thought habits that frame the way people behave and work together.”

Today:

- ❖ Unpack some shared thought habits around member engagement
- ❖ Transform our minds in order to reshape our culture
- ❖ System to engage, equip and empower your members

# Empowering members to serve-

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Is it easier for you as a leader to do a task or develop people?

Why?

“Go and *make disciples*....”

Becoming more self and others aware...

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Why don't leaders invite more people to serve?

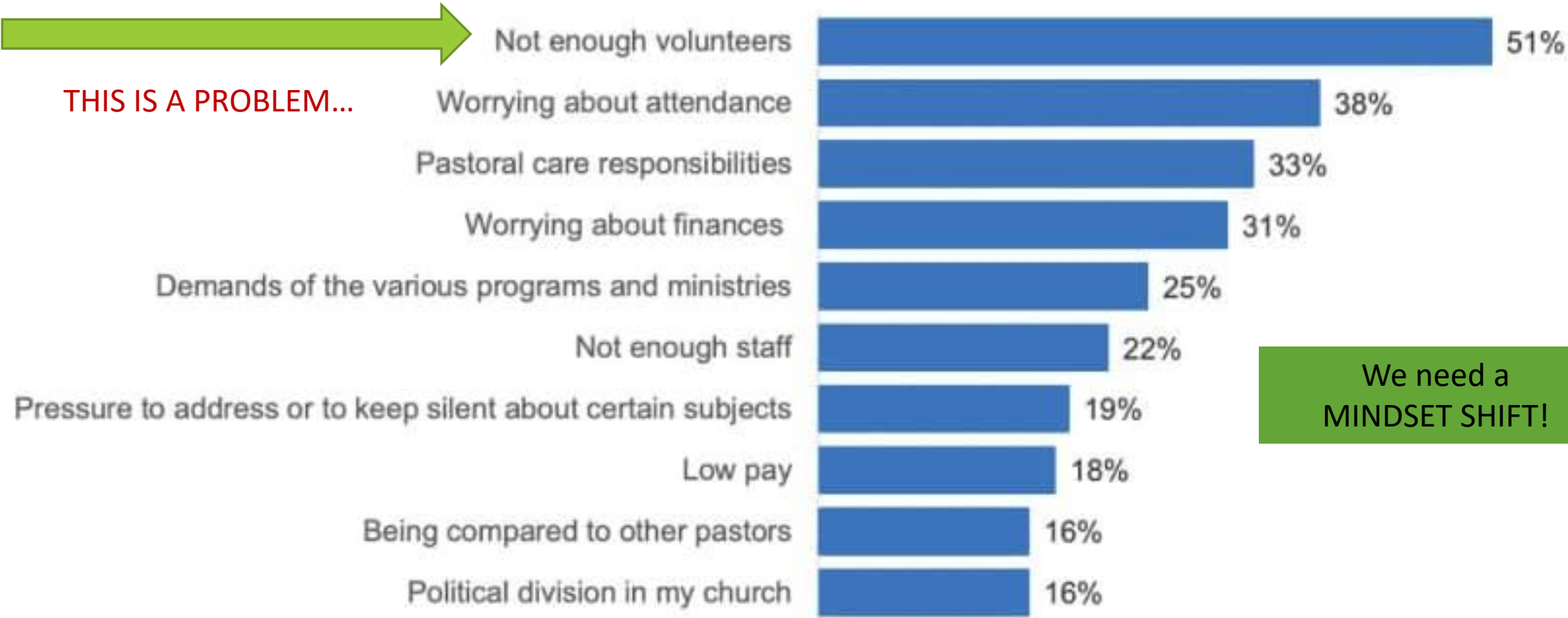
Why don't people serve?

Why do people serve?



# STRESS OF THE JOB

Pastors      *For you, what are some of the most stressful parts of ministry?  
Please select up to 5*



SOURCE: Barna Group

Top 10 Responses Shown

# Mindset shift

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## VOLUNTEER

Noun: a person who freely offers to take part in an enterprise or undertake a task.

Verb: freely offer to do something.

## OFFER:

Verb: present (something) for (someone) to **accept or reject as so desired.**

## DISCIPLE / SERVANT / FOLLOWER OF JESUS

- Glorify and Gather
- Grow
- Give of our time, talents and treasures
- Go and Tell about Jesus
- Generation to Generation

# Jesus and the disciples

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Jesus **engaged** the disciples.

Jesus **equipped** his disciples.

Jesus **empowered** his disciples.

Jesus **sent His Holy Spirit** to work in and through the disciples.

Jesus left a **lasting legacy**.

The disciples/ apostles went on to develop other people who continued to share the gospel.

We too are to be **people who are developing other people** to share Jesus.

Disciples aren't just pew sitters.

Disciples are active participants in kingdom work.

Disciples need to be engaged, equipped and empowered. (Time!)

Disciples make more disciples.

# What does God's Word say?

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Ephesians 4:11-12 "So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, <sup>12</sup> **to equip his people for works of service**, so that the body of Christ may be built up"

Ephesians 2:8-10 "For it is **by grace** you have been saved, **through faith**—and this is not from yourselves, it is the gift of God— <sup>9</sup> not by works, so that no one can boast. <sup>10</sup> For we are God's handiwork, created in Christ Jesus **to do good works, which God prepared in advance for us to do.**"

1 Corinthians 12:1 "Now about the gifts of the Spirit, brothers and sisters, **I do not want you to be uninformed.**"

1 Corinthians 12:27 "Now you are the body of Christ, and **each one of you** is a part of it."

**We were all created ON PURPOSE and for HIS PURPOSE!**

# Mindset Shift for the Pastor

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“Who Will Come and Serve Today: A Beginner’s Toolbox for Engaging Members in Ministry”  
created by Pastor Ron Heins

*“In today’s world we see way too many churches whose ministry has flattened out and begun to decline because **they have reached the capacity of their pastor(s)** and their current approaches appear to be accomplishing their purpose less and less well.*

*Too often today pastors are looking for people to **help them in their ministry** rather than looking to **help members in theirs.**”*

# Empower

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give (someone) the **authority or power** to do something.

make (someone) **stronger and more confident**, especially in controlling their life and claiming their rights.

- ❑ Culture shifts / mindset shifts
- ❑ Engage: Relationships / Discovery Process / ICNU Conversations
- ❑ Equip:
  - ❑ What kinds of things does the person need to know
  - ❑ Walking alongside /partnering in training process
- ❑ Empower: give responsibility and authority

# Mindset Shifts for Leaders

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- ❑ Role of pastors and teachers is to equip. Ephesians 4:11-13
- ❑ Leaders are not to be the doers but the developers of others.
  - ❑ “Why are you doing what others can do and not doing what only you can do?”
- ❑ Leaders leave a legacy in others not a void.
- ❑ **Leadership is a skill that needs to be developed.**



# Developing Leaders Who Develop Others

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Specialized Skills

Leadership Skills



**FUEL YOUR  
LEADERSHIP**

Faith Unleashed Equipping Leaders



# Reflect:

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What have you and / or your pastor(s) set your church members up to be?

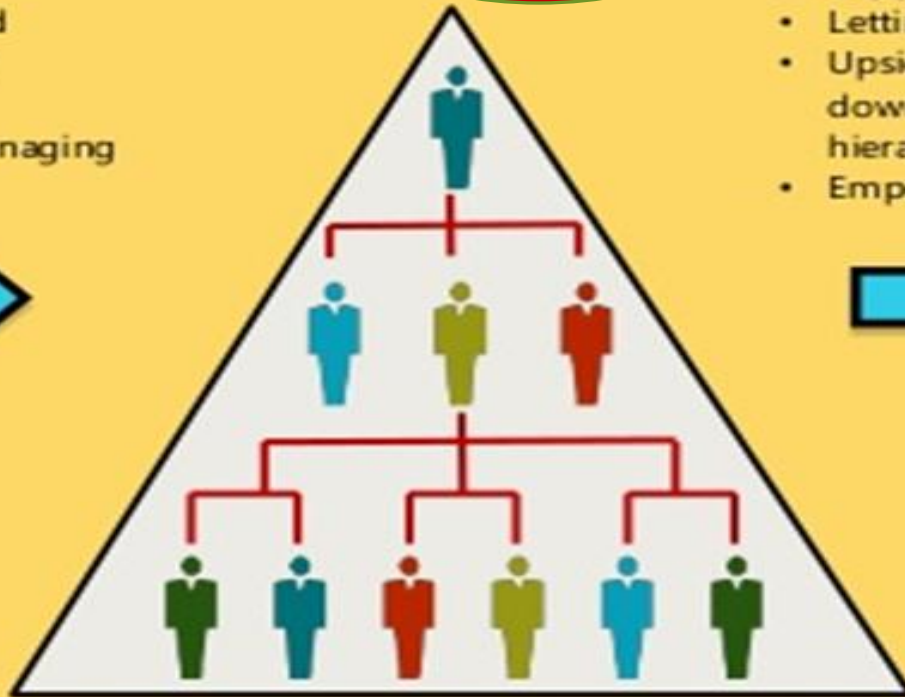
- ☐ Members or Partners
- ☐ Consumers or Providers
- ☐ Come and See / Come and Hear “Me” / or Come and become a fully committed disciple and partner in ministry?
- ☐ Every journey is unique. How are YOU helping people to take their next steps in their journey?

# Turning the Pyramid Upside Down

Engaging, Equipping and Empowering People Looks Like This **Sort of...**

## From this...

- Top-down
- Control
- Command
- Hierarchy
- Orders
- Micro-managing



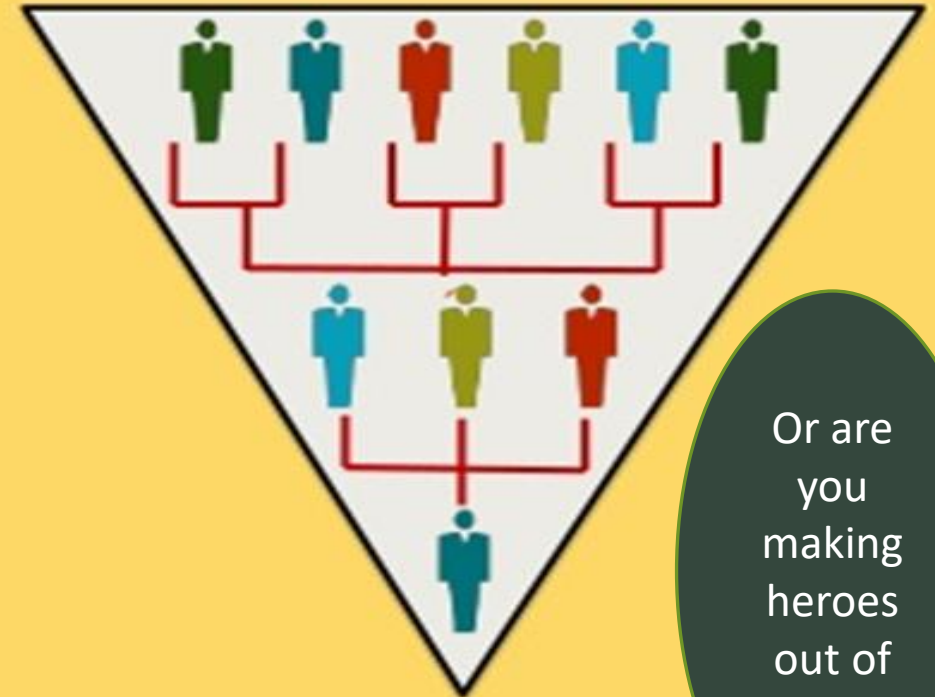
Are you trying  
to be the  
hero?

## To this...

- Bottom-up
- Support
- Letting go
- Upside-down hierarchy
- Empowering



Servant Leadership  
Uplifting Others



Or are  
you  
making  
heroes  
out of  
others?

# Unified Diversity

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Women make up more than 50% of “the body of Christ,” yet we’re underutilizing the gifts of women. **In many cases we aren’t giving them a voice or a seat at the table.**

1962 6.7% of women and 11.4% of men were college educated

2018 35.3% of women and 34.6% of men are college educated

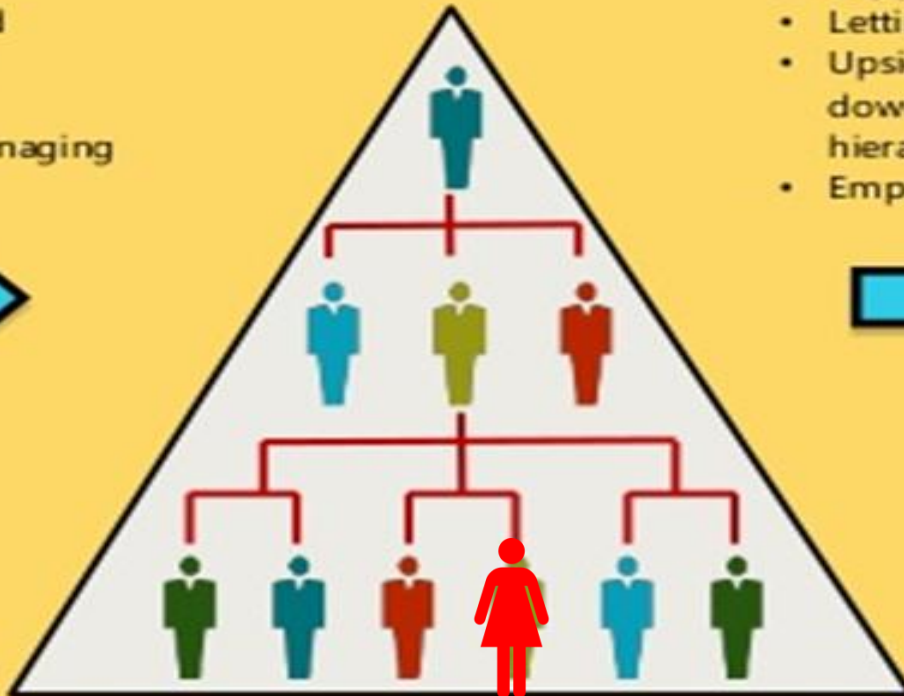
Women are struggling to find places to use their gifts in the church and so are our youth.

# Turning the Pyramid Upside Down

Organizational Structures from the 1960s / 2000s don't serve our congregations well.

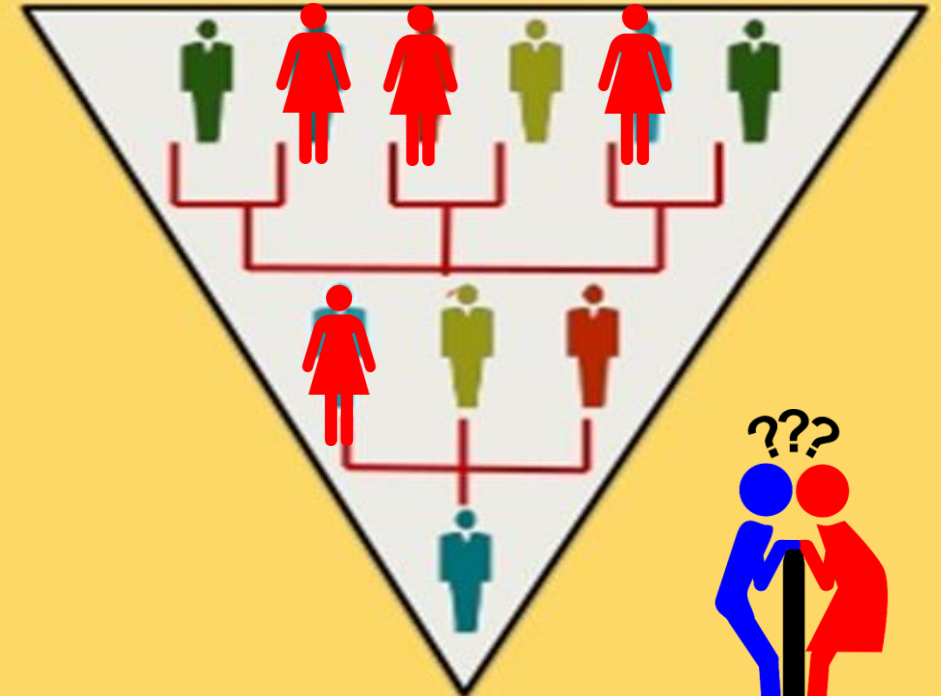
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## To this...

- Bottom-up
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- Upside-down hierarchy
- Empowering



## Servant Leadership Uplifting Others



Men and women are designed to complement one another

# Mindset and Culture Shifts

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Serving is a discipleship behavior and something we want FOR people not FROM them.

People don't want to help you in your ministry, they want to make a kingdom impact.

Everyone has a part to play!

# Creating an Ongoing System for Member Engagement

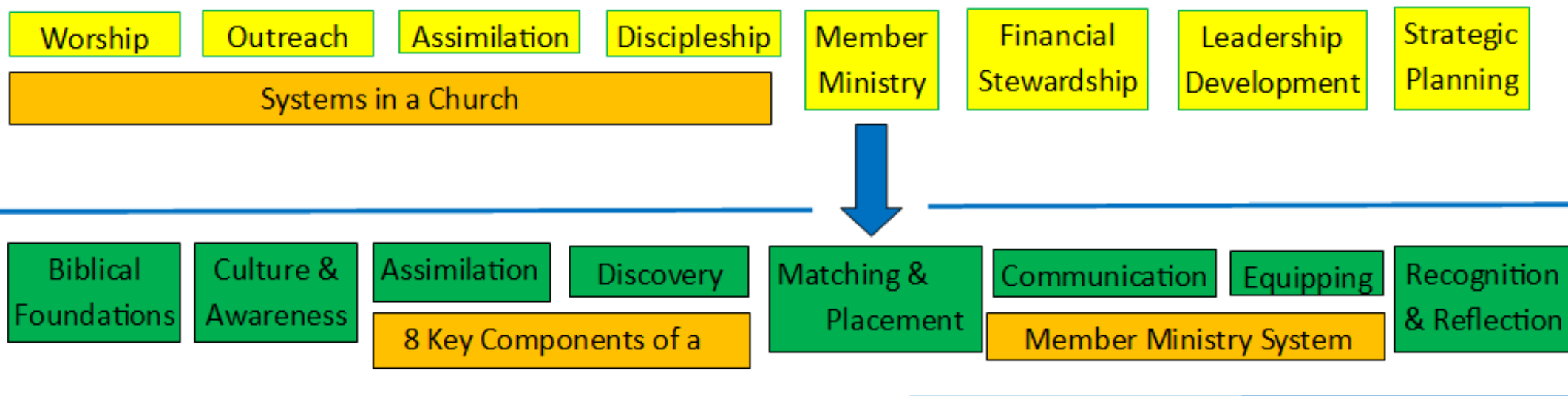
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WHO OWNS IT? THINK HR...

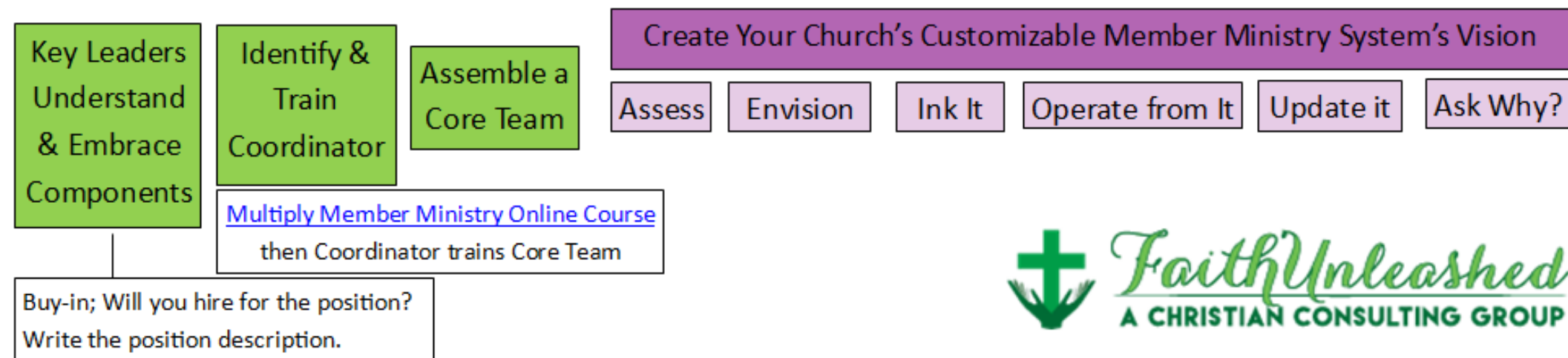
# System

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- ❑ a set of principles or procedures according to which something is done; an organized scheme or method.
- ❑ Saves You Stress, Time, Energy and Money
- ❑ Someone owns it.
- ❑ It's ongoing.
- ❑ Documented
- ❑ Evaluated and Updated Annually!



### Process to Develop a Member Ministry System







Assimilation

Outreach

Worship

Strategic Planning

Leadership Development

Member Ministry

Discipleship

Financial Stewardship

Members can help create  
these other systems!

# 8 Key Components of the Member Ministry System

1. **Biblical Foundations**
2. **Culture and Awareness**
3. **Assimilation / Integration**
4. **Discovery**
5. **Matching and Placement**
6. **Communications**
7. **Equipping**
8. **Recognition and Reflection**

Free Webinar: Creating a  
Member Ministry System

Multiply Member Ministry

12 or 18 month Consulting



# SHAPED TO SERVE DISCOVERY PROCESS

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Spiritual Gifts

Heart

Abilities

Personal Style

Experiences

Doing

Guide Session



ADDING  
VALUE TO  
THE  
PERSON

# Clear Next Steps

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- ❑ STOP asking members to volunteer and START teaching discipleship behaviors
- ❑ Train leaders to STOP being doers and START being developers of others
- ❑ Identify who owns and will drive member empowerment (HR for the church) and Build a Sustainable System to engage, equip and empower ALL your members to utilize all their unique gifts for meaningful ministry

TEXT ME: Your Name and Church

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# And the Winner is:

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“Moving from Doer to Developer and the Art of Inviting Others to Serve”  
Wednesday, February 15 9:00AM or 7:00PM

**FREE for Everyone!** “Creating a Member Ministry System in Your  
Congregation” Wednesday, February 8 9:00AM or 7:00PM

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