

August, 2008

## Workshop 9

### “The Effective Ministry Team”

Presented by Ed Day

#### **OUR OBJECTIVE – Developing an Effective Ministry Team ...God’s Way!**

1. Disciple and train potential leaders
2. Provide opportunities for others to grow in serving the Lord
3. Delegate responsibilities so others will share in the work
4. Equip, encourage and teach appropriately
5. Provide an example which others want to follow

*The effective leader casts a vision in such a way that others catch it...  
and they will want to cast it out again.*

**God, through the person of Jesus Christ, did all of this...  
AND He came to our level in order to achieve these things.**

**FIRST** – A glimpse at Jesus before exploring the points mentioned above.

**Philippians 2:5-7 NKJV** ~ *Let this mind be in you which was also in Christ Jesus, who, being in the form of God, did not consider it robbery to be equal with God, but made Himself of no reputation, taking the form of a bondservant, and coming in the likeness of men.*

**IN REVERSE:**

- **Jesus came to this world in the likeness of men**
  - ◇ His appearance was nothing special or remarkable
- **Jesus took the form of a servant**
  - ◇ He came to serve God
  - ◇ He came to serve God’s people
  - ◇ He came to serve those whom He would lead
- **He made Himself of no reputation**
  - ◇ In the likeness of men - as a servant - Not as the fullness of God
  - ◇ J.V. McGee: “He let go (emptied) of His prerogatives of deity.”
  - ◇ No doubt, this served to make Him very approachable
- **Jesus did not consider Himself as needing to be equal with God**
  - ◇ He trusted in God after He left His position in heaven.
  - ◇ He followed God’s will and authority...not His own
- *Let THIS mind be in each one of us*

*Jesus: The Chief Shepherd of all shepherds to follow.  
Let us follow after Him as we lead others in His ways.*

**1. Disciple and Train (Mentor) Potential Leaders**

- Jesus chose a handful of unlikely characters to mentor
- Don't assume a person is as spiritual as they appear
- Mentoring is also a way of getting to know an individual

**A. Biblical principles for choosing and teaching new leaders:**

**1) HUMILITY (of Moses)**

*Exodus 3:10-11 ~ Come now, therefore, and I will send you to Pharaoh that you may bring My people, the children of Israel, out of Egypt." But Moses said to God, "Who am I that I should go to Pharaoh, and that I should bring the children of Israel out of Egypt?"*

*Exodus 4:10-12 ~ Then Moses said to the LORD, "O my Lord, I am not eloquent, neither before nor since You have spoken to Your servant; but I am slow of speech and slow of tongue." So the LORD said to him, "Who has made man's mouth? Or who makes the mute, the deaf, the seeing, or the blind? Have not I, the LORD? Now therefore, go, and I will be with your mouth and teach you what you shall say."*

**2) Integrity (of Joseph)**

*Genesis 39:11-12 ~ But it happened about this time, when Joseph went into the house to do his work, and none of the men of the house was inside, that she caught him by his garment, saying, "Lie with me." But he left his garment in her hand, and fled and ran outside.*

**3) Honesty – Jesus said:**

*Luke 16:10 ~ "Whoever can be trusted with very little can also be trusted with much, and whoever is dishonest with very little will also be dishonest with much."*

**4) Faithfulness – The Good Shepherd**

*John 10:11-13 ~ Jesus said: "I am the good shepherd. The good shepherd gives His life for the sheep. But a hireling, he who is not the shepherd, one who does not own the sheep, sees the wolf coming and leaves the sheep and flees; and the wolf catches the sheep and scatters them. The hireling flees because he is a hireling and does not care about the sheep."*

**5) Qualifications for Leaders**

*1 Timothy 3:1-7 ~ Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him with proper respect. (If anyone does not know how to manage his own family, how can he take care of God's church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.*

6) **Servant Leadership** – Jesus said:

*John 13:14-15 ~ “Now that I, your Lord and Teacher, have washed your feet, you also should wash one another’s feet. I have set you an example that you should do as I have done for you.”*

- Mentoring should occur before offering a key leadership role
  - ◇ It’s easy to bring someone in...hard the get them out!!
  - ◇ Pray for wisdom in selecting co-leaders
  - ◇ Leadership begins by serving the needs of others...let them serve

**2. Provide Opportunities for Others to Grow in Serving the Lord**

- If they’ll willing to perform menial tasks ... they’ll make great servant leaders
- Too often, people want to join the team just so they can preach
- There are many tasks which are fitting for the new servant
  - ◇ Chair set up
  - ◇ Coffee maker
  - ◇ Prayer team member
  - ◇ Greeter (make up positions !!)
  - ◇ Leading the meeting (opening prayer, introductions, tokens...etc.)

**3. Delegate responsibilities so others will share in the work**

- Too busy to minister to those who need it? ...delegate
- Details falling through the cracks? ....delegate
- Not enough hours in a day to make ministry calls? ...delegate
- Overwhelmed at times? ... Feel like quitting sometimes? ...delegate!!!
- Afraid that if you don’t do it, it won’t get done? ...delegate anyway

**4. Equip, Encourage and Teach Appropriately (lead by example)**

People are watching us. Effective leaders are examples of Jesus’ style of leadership.

**A. Equip**

*Ephesians 4:11-12 ~ 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, ...*

- Equipping = “perfecting, complete furnishing” Pertaining to spiritual matters only
- Similar to “restore” also translated, “repair, adjust, fit or mend”
- Every person entering into ministry needs to be equipped in some way before doing the work. (i.e., disciplined, trained, mentored)
- Equip appropriately...some may require more time and attention than others

**B. Encourage**

**Deuteronomy 3:27-28 ~ "Go up to the top of Pisgah and look west and north and south and east. Look at the land with your own eyes, since you are not going to cross this Jordan. But commission Joshua, and encourage and strengthen him, for he will lead this people across and will cause them to inherit the land that you will see."**

- Encourage = "strengthen, mend, repair, fortify"
- All leaders started somewhere ... most needed encouragement along the way
  - ◇ "Doubt" can be a tool of the devil, used to diminish one's potential
  - ◇ "Life issues" can also get in the way
  - ◇ *Jesus said: "In this world you will have trouble..."* — everyone is included
- Encourage appropriately as Jesus did

**5. Teach Appropriately**

**1 Corinthians 9:22 ~ ...to the weak I became as weak, that I might win the weak. I have become all things to all men, that I might by all means save some.**

**2 Timothy 3:16-17 ~ All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work.**

- What we teach and how we teach it speaks volumes to those we are leading. The good shepherd leads by example and will:
  - ◇ Approach people and communicate with them where they are
  - ◇ Know that God's Word is sufficient ... we need nothing more ... nothing less
  - ◇ Will encounter those who know Scripture well, but still live in the flesh
  - ◇ Have the wisdom and boldness to "tell it like it is" (gracefully, of course)
- The author of Hebrews did, and wrote the following reproof to them;  
**Hebrews 5:12 ~ In fact, though by this time you ought to be teachers, you need someone to teach you the elementary truths of God's word all over again. You need milk, not solid food!**
- We would do well, in this particular ministry, to keep this in mind as we lead and teach
  - ◇ What are appropriate topics to teach?
  - ◇ What are inappropriate topics to teach?
  - ◇ The effective teacher teaches only what is needed, and does it appropriately

**When we are doing all these things ...**

1. Disciple and training potential leaders
2. Providing opportunities for others to grow in serving the Lord
3. Delegating responsibilities so others will share in the work
4. Equipping, encouraging and teaching appropriately

**... We will then be:**

**6. Providing an example which others will want to follow**

*John 10:11-14 ~ Jesus said: "I am the good shepherd. The good shepherd gives His life for the sheep. But a hireling, who is not the shepherd, one who does not own the sheep, sees the wolf coming and leaves the sheep and flees; and the wolf catches the sheep and scatters them. The hireling flees because he is a hireling and does not care about the sheep. I am the good shepherd; and I know My sheep, and am known by My own."*

- Sheep will follow the one they know will truly love them, protect them and FEED them well.
- Let us be the kind of shepherds which Jesus taught us to be...by example
- May we cast this vision to others, that they might catch it ... and cast it out again! —E.D.

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*May the Lord bless you as you minister in the most excellent way!*