

Listening Guide for Comeback Churches

Lay Mobilization

How do we get people engaged in the work of ministry?

Lay ministry is vital. 1 Peter 4:10 says “ Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms.” The bible clearly teaches that **all are called to ministry**. The only question is “where?” and “How should I live it out?”

Comeback leaders ranked lay mobilization **third** in the factors affecting the comeback.

How do we mobilize people for ministry?

1. Create an atmosphere of expectation. In most churches the atmosphere is of non-participation. The vast majority of the people in the church are not engaged in ministry. We have made it normal to not serve the Lord. Often the people most disconnected to ministry are the most resistant to reaching people for Christ and change. People were taught that they were responsible for the ministry of the church.

2. Create an atmosphere of equipping. Comeback churches employ a strategy and process to equip people for ministry. Typically in most churches they use Spiritual Gifts inventories (PLACE ministries; Spiritual Gifts tests online, etc). You discover the gifts you may have. Caution: Too often the gifts tests are fascinating but people don't do anything with that. It is essential to have a spiritual gifts discovery process but equally important is a spiritual gifts implementation plan. The pastor might do this in a smaller church. It is essential to realize we must equip them to use their gifts.

3. Create an atmosphere of empowerment. Give people permission to step up and empower them. If God is calling you to start a ministry, then start a ministry. The nominating committee should not be a funnel to hinder the starting of new ministries. We need to de-bureaucratize ministry. We have to consistently communicate to people they are called, gifted and we will help them use their gifts.

We have to go beyond saying, “We want every member to be a minister.” We have to say, “We are going to take you by the hand and we are going to help you identify and use your gifts.” If the pastor is going to do this, he has to budget some time to raise up leaders. These are essential and important.

Some churches have a course that helps people find their place of ministry and to ultimately engage in that ministry.

A danger to avoid: Lack of rapidity in placing people in ministry.

4. Comeback churches make sure people are appreciated for their ministry activity. Some have an appreciation banquet. What we celebrate we become. Celebrate the role

models of people who are involved in ministry. Share the stories that it is the normal activity for them to get involved in ministry. We need to appreciate and recognize the value of every ministry not just the “out front” ministries.

This is a process that requires a long-term commitment.

Activity 1

Discuss and plan out a year to two-year strategy addressing “How are we going to involve people in ministry?”

How will we create an atmosphere of expectation?

How will we create an atmosphere of equipping?

How will we become a church empowering people for ministry?