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LEADERS**  
INTERNATIONAL

## TEAM LEADERSHIP MOBILIZING PEOPLE INTO MINISTRY

This course is designed to help the student influence others in a positive way, through the creation and effective management of teams. It is a compilation of three sections: (a) Effective Team-Building, (b) Mentoring, and (c) Mobilizing People into Ministry. This is section (B) only.

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Credits

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# TEAM LEADERSHIP

(EFFECTIVE TEAM BUILDING, MENTORING MINISTRY AND MOBILIZING PEOPLE INTO MINISTRY)

## **Description:**

This course is designed to help the student influence others in a positive way, through the creation and effective management of teams. It is a compilation of three sections: (a) Effective Team-Building, (b) Mentoring Ministry, and (c) Mobilizing People into Ministry.

**Objectives:** Upon completion of this course, the student should be able to...

- Align his expectation with God's design for leadership and influence.
- Know how to adjust his style of leadership according to the needs of his subordinates.
- Know when and how to be a master, mentor, motivator, or mobilizer.
- Build competence and confidence in the members of his leadership team.
- Assess a person's leadership style (directional, strategic, operational, and relational).
- Maximize each person's leadership capabilities based on leadership style proficiencies.
- Create a team atmosphere, where there is trust, constrictive conflict, commitment to team decisions, mutual accountability with an attention to collective results.
- Create a Team plan, including all three elements of effective teams: (a) Purpose, (b) Playbook, and (c) Procedures.
- Mentor less experienced leaders and help them reach their potential.

## **Learning Inputs:**

1. Attendance of course lectures
2. Completion of assigned reading

## **Outcome Activities:**

1. Complete Homework Assignments
2. Complete Final Project



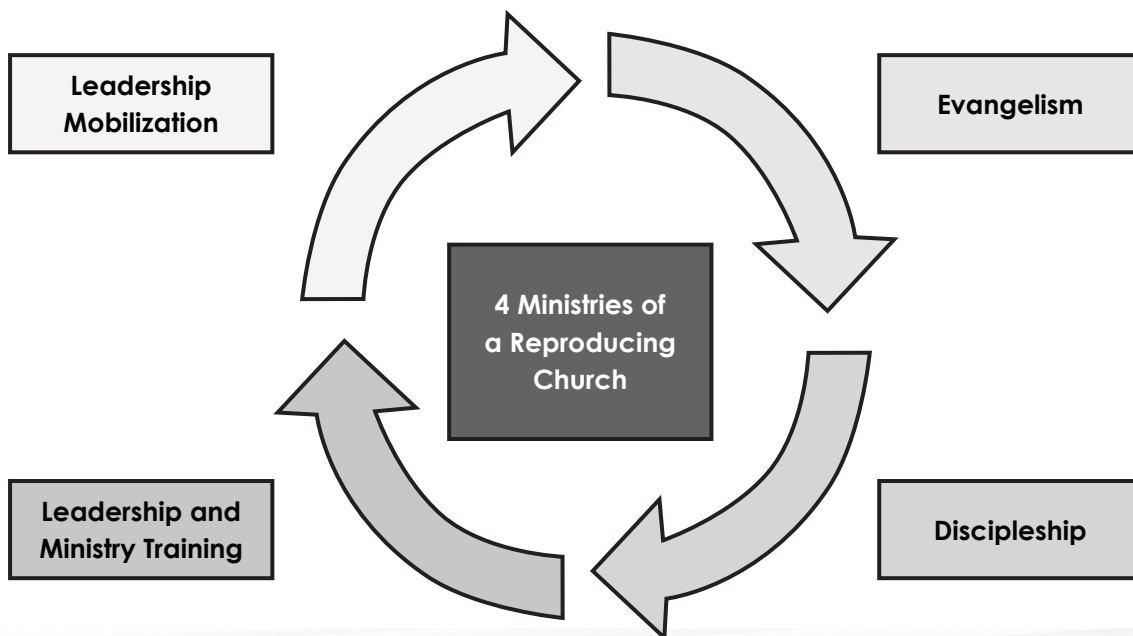
# MOBILIZING PEOPLE INTO MINISTRY

## TEAM LEADERSHIP

Mobilizing People into Ministry is a course that is designed to help those who are responsible for launching others into ministry service. This course is part one of the Servant Leaders Team Leadership Module.

### I. INTRODUCTION

Local churches exist to be the hope to a lost world. Through the work of the local body of believers God extends His Grace and Mercy to not only change their lives but to change their destinies. In order for the local church to be effective in this task it needs to fulfill four ministries that lead to the salvation of men and women and the starting of New Local Churches. This can be clearly see as a pattern in the ministry of the Apostle Paul in 1 Timothy as well as the book of Acts.



**Church Leadership is to be an EQUIPPING ministry, always moving men and women into the Service of Our King.**

**Ephesians 4:11-13**

*So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up 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.*

**2 Timothy 2:2**

*You then, my son, be strong in the grace that is in Christ Jesus. 2 And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.*

**Acts 14:21-23**

*When they had preached the gospel to that city and had made many disciples, they returned to Lystra and to Iconium and to Antioch, strengthening the souls of the disciples, encouraging them to continue in the faith, and saying that through many tribulations we must enter the kingdom of God. And when they had appointed elders for them in every church, with prayer and fasting they committed them to the Lord in whom they had believed.*

**This means we must be the leaders they need and give them the tools that will make them capable servants.**

***“I don’t think of leadership as a position. I don’t think of leadership as a skill.  
I think of leadership as a relationship.”***

*- Phil Quigley -*

**So what is leadership really?**

Leadership is a relationship one extends to mobilize people and resources to accomplish a common GOAL and VISION.

**3 Key Questions we must ask if we want to be effective in mobilizing:**

1. Where do we start?
2. What type of leaders do they need?
3. How can I equip them for ministry?



# I. WHERE DO WE START?

## Step #1. I align myself with God's WILL and His WAY.

**"God's will for people is to sanctify them and to prepare them to be His servants."**

**1 Thessalonians 4:3; Romans 12:1-2**

I need to align myself with God's desire for this person through...

- (a) The WORD
- (b) PRAYER
- (c) FASTING, and
- (d) DISCERNMENT.

Alignment is based upon...

- (a) TRUTH >>> as I study His WORD.
- (b) HUMILITY >>> as I prayerfully seek His will.
- (c) SURRENDER >>> as I fast to show His Lordship.
- (d) WISDOM >>> for God to give me discernment

## Step #2. I check my motives against God's KINGDOM and His GLORY.

My overall desire is to forward the cause of Christ, seeking to build His Kingdom.

### **Ephesians 4:11-13**

*So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up 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.*

### **Colossians 1:28-29**

*"Him (Christ) we proclaim, warning everyone and teaching everyone with all wisdom, that we may present everyone mature in Christ. For this I toil, struggling with all his energy that he powerfully works within me."*

Check My Motives:

I need to make sure that there are no selfish ambitions to moving someone into ministry.



Examples:

- a. Do I just want to fill a “hole” in a certain ministry in the church?
- b. Do I just want to use this person to further my ministry desires, not really taking into consideration God’s plan for the ministry or this person?
- c. Do I have this persons best interest in mind, thinking of their long-term place in ministry?

### **Step #3. I need to get to KNOW the Person.**

Get to know the person by asking the following questions:

1. What is their story?

Spend time with them to know their story. This will take time to build the trust enough to share their whole story with you.

2. Where are they in their Christian Life?

Spend time to observe and evaluate where they are now.

3. Where do they see themselves in ministry?

Evaluate their understanding of their own spirituality and their ministry goals. Are they accurate? Are they realistic?

4. Where do I and others see them fitting into the Body of Christ?

Spend time in prayer and conversation with them to see where they could be in the future.

### **Step #4. I need to BE the person that others want and need to follow.**

*(God’s Work through you as a leader)*

Our impact on the lives of others is increased or diminished by who we are as a person, our CHARACTER, our INTEGRITY (I Corinthians 11:1).

I need to be the person they can TRUST before I can be the person they will FOLLOW.

2 Key Terms:

#### **TRUST:**

***“Trust is the reliance or confidence that a person or group will meet our expectations.”***

-Jay Desko-

#### **CREDIBILITY:**

***“Credibility is the basis of all positive leadership. It is “the quality of being believed or accepted as true, real or honest.”***

-Merriam-Webster.com-



# II. WHAT TYPE OF LEADER DO THEY NEED?

## I. INTRODUCTION

**Every follower of Christ is UNIQUE. It is important that as a leader we do not look at every man and woman we lead through the same leadership lens.**

To find out what type of leader I need to be for them, I must...

1. Evaluate where they have been, where they are and where I see them in the body of Christ.
2. Get the input of others who know them and who have seen them in life and ministry.
3. Evaluate their faithfulness, ability and overall willingness. Gain a correct perspective of possible ministry participation.
4. Look at the ministry you are seeking to move them into and ask the 4 diagnostic questions:

## II. THREE AREAS OF EVALUATION

### A. Spiritual Maturity

As we begin to consider how and where people fit into ministry roles we must first have a clear picture of their spiritual maturity. This idea can sometimes cause people to cringe as they ask the question "Who am I to judge a person's spiritual life." The danger in ignoring the spiritual maturity when placing people into ministry can lead to disqualification and shame as the pressures of ministry leadership set in. We approach this concept with great humility and with the desire to see people progress and growth in all aspects of their life.

Galatians 6:1-5 reminds us of addressing spiritual issues but with humility and self evaluation.

1 Thessalonians 1:16 shows a pattern of engaging with people based on their Spiritual Maturity level as Paul journeyed with the church there.





Spiritual Maturity Chart		Dead	Carnal	Spiritual	Spiritual Leader
Diagnosis	Word	No Light	Milk not Meat	Ear towards Word	Fruit Bearer
	God	No Evidence	Me not Him	Heart Towards God	Follower
	Sin	No Conviction	Law not Love	Mind Towards Relationships	Fellow Laborer
Objectives	Word	Recognition of the Word	Pursing the Word	Discipling others in the Word	Effectively shepherding people toward God and His agenda
	God	Desire for God	Drawing on God	Focused on Serving God	
	Sin	Awareness of Sin	Victory over Sin	Sacrificing for others	
		Need for salvation	Milk - WHO am I stabilizing in my walk with GOD	Meat - practical godliness	
Needs		Involved in their life  Gain their ear  Incarnational Ministry	Involve in your life  Discipling one on one small group  Challenge Times	Involve them in others' lives  Practical Christian living  Evangelism & Discipleship Training	Ministry Skills Mentoring Skills  Leadership Skills
This chart is used with permission from Pilgrimage Educational Resources					

### B. Leadership Competency

Leadership Competency Chart	Not Capable, Not Committed	Committed, Not Capable	Capable, Not Committed	Capable, Committed
Lack	Desire & Training	Training	Desire	
Need	Vision & Truth	Training	Vision	Outlet
Role	Master	Mentor	Motivator	Mobilizer
Objectives	Be the recruiter Be in charge Be Responsible Provide Direction Provide Opportunity Provide Training Provide Motivation	Be in Charge Provide supervision Provide Training Share Responsibility	Provide Opportunity Provide Encouragement Share Responsibility They are in Charge	Provide Opportunity Provide Counsel Provide Encouragement Place Trust in Them Release Control



### C. Giftedness and Talents

Finally knowing the person's gifts and talents helps to mobilize them in ways to maximize success. This is not an effort to avoid stretching people but instead to unleash their greatest potential for the sake of the Gospel. Although the tools below can be helpful resources in evaluating a person's gifts and talents there is no replacement for just spending time with them in their space to see for yourself how God has wired them and focused their passions.

#### Examples of Tools

- (1) Leadership Profiles  
DISC
- (2) Personality Profile  
Lion, Beaver, Otter, Golden Retriever
- (3) Myers-Briggs  
Gifts and Interests Survey

#### 4 Questions to ask to determine your leadership role.

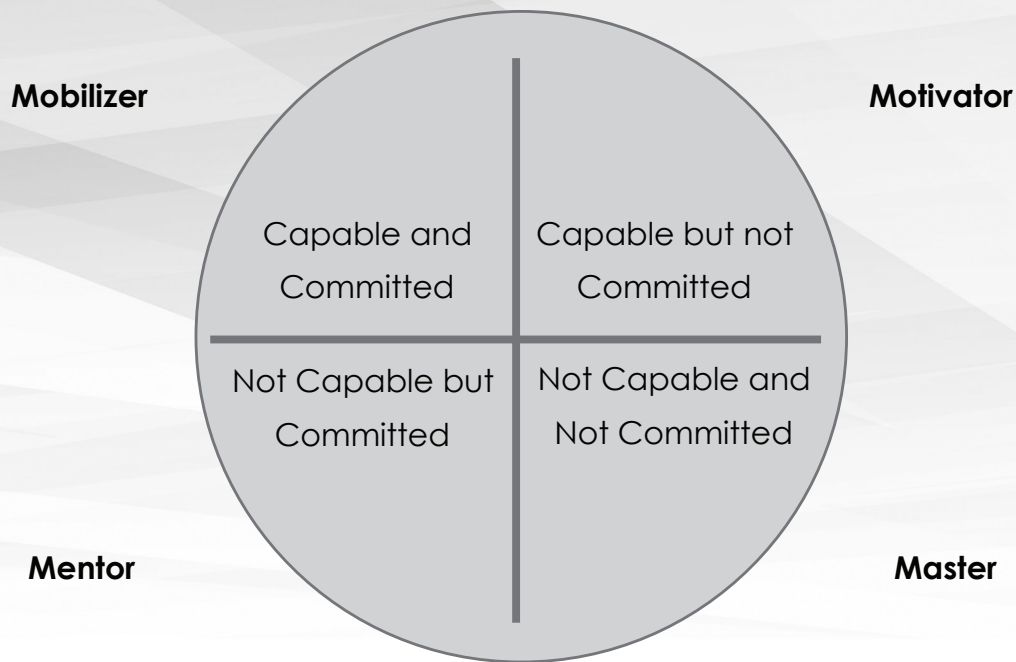
Question #1: Is the person you are leading not capable and not committed to accomplish the task before them? This means they lack real desire and training to get the job done. They need a **MASTER**.

Question #2: Is the person you are leading committed to the task but does not have the capability to get it done? This means they have the desire but lack the training. They need a **MENTOR**.

Question #3: Is the person you are leading capable to get the task done but is not committed to it? This means that have been trained but lack the desire to get involved. They need a **MOTIVATOR**.

Question #4: Is the person you are leading both committed and capable? This means they have the training and the commitment to accomplish the task with little interaction from the leader. They need a **MOBILIZER**.





**What Kind of Leader Do They Need?**

We must adjust our leadership style to where the person with whom we are working is at the moment, but the goal to work towards becoming a MOBILIZER.

Keeping in mind that our ultimate goal is to accomplish what Paul clearly calls us to do in Ephesians 4 “equip his people for works of service” we must remember that our goal is to move people forward to where they need less of your influence/leadership and become more of a co-laborer with you in the work of the local church. Our goal is to MOBILIZE the church into MINISTRY



### III. 4 Leadership Relationships:

#### 1. MASTER

*When they lack desire and training.*

Sometimes people lack the confidence and need someone to shoulder the responsibility and the authority to get the job done. The Master leader relationship provides direct oversight and leadership to the ministry asking the disciple to not make decisions but rather to follow their lead. In ministry this is not the best leadership to give but some times necessary, especially for small ministry tasks this helps to assure the job gets done and minimal resources are spent. The key to moving the disciple through the process and build confidence is to consider this a team effort, making sure they recognize their importance to the effort while at the same time no relying on them to take responsibility for the outcome.

What to be / What to provide:

- (1) Be the RECRUITER.
- (2) Be in CHARGE.
- (3) Be RESPONSIBLE for the outcome.
- (4) Provide Direction and OPPORTUNITY.
- (5) Provide TRAINING and KNOWLEDGE.
- (6) Provide MOTIVATION and ENCOURAGEMENT.

#### 2. MENTOR

*When they have the desire but lack the training or confidence.*

The leader now has the ability to give over some of the responsibility to the disciple. As the mentor the desire is not to just accomplish the ministry but to move the disciple into a level where they gain competence in the ministry. The mentor should take time to listen to ideas and input, discussing the ministry and the desired outcome with the disciple.

What to be / What to provide:

- (1) Be in CHARGE.
- (2) Provide SUPERVISION.
- (3) Provide the necessary knowledge and TRAINING.
- (4) SHARE responsibility for the outcome.



### 3. MOTIVATOR

*When they have the training and ability, but lack the willingness.*

Sometimes people just need some one to present the opportunity and the “push” that will get them going into ministry. Once the person takes that step into their ministry opportunity the leader becomes the provider of direct encouragement and continued oversight. The leader does not take charge, but rather hands leadership over sharing in the outcome through indirect leadership.

What to be / What to provide:

- (1) Provide the OPPORTUNITY and clear DIRECTION.
- (2) Provide ENCOURAGEMENT and PRAISE.
- (3) SHARE responsibility for the outcome.
- (4) THEY are in charge.

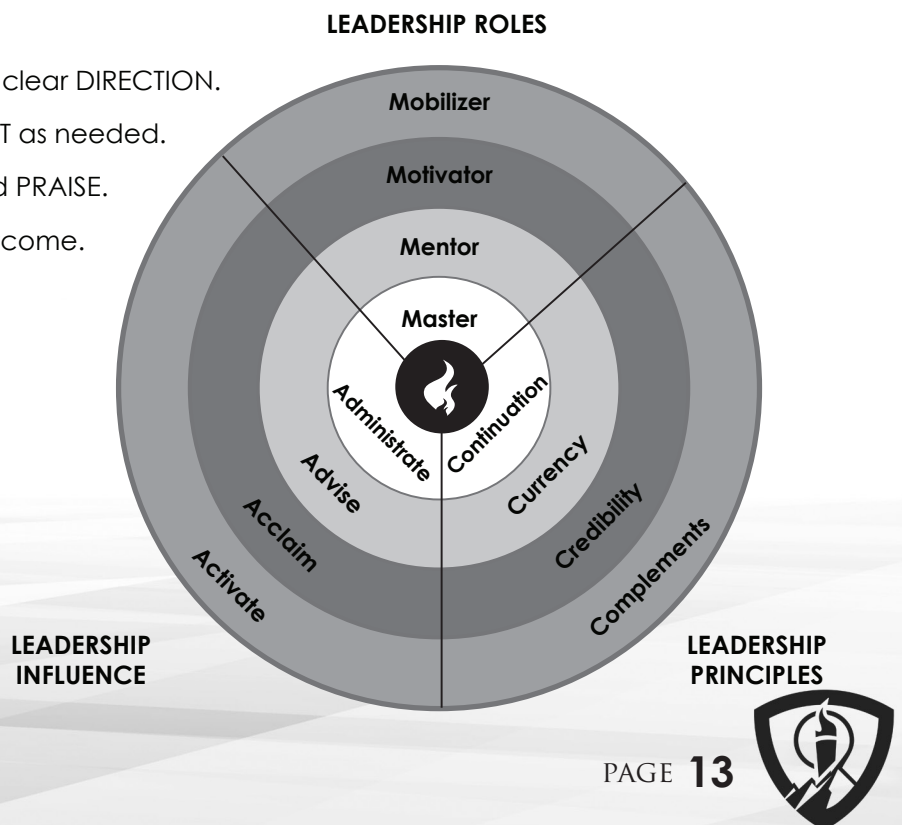
### 4. MOBILIZER

*When they are both trained/able and willing.*

This leadership role is our goal for everyone we have under our leadership. As a mobilizer we see our primary drive to unleash the other person into ministry. We become a trusted counselor to the one in ministry not one who is on control over the ministry or the outcomes. The mobilizer provides praise and encouragement but does no exert direct leadership to change outcomes.

What to be / What to provide:

- (1) Provide the OPPORTUNITY and clear DIRECTION.
- (2) Provide COUNSEL and SUPPORT as needed.
- (3) Provide ENCOURAGEMENT and PRAISE.
- (4) Place TRUST in them for the outcome.
- (5) Release CONTROL to them.



# III. HOW CAN I EQUIP THEM FOR MINISTRY?

## INTRODUCTION

**Placing people into ministry is not just taking into consideration opportunity, giftedness, and faithfulness but also making sure they are Equipped to be competent and confident to face the new ministry challenge.**

We want to create...

1. **COMPETENCY:** They have been given the skills, knowledge and methods they need for the ministry that they are to conduct.
2. **CONFIDENCE:** They have an ability to trust...
  - (a) In GOD who has called them and desires them to succeed,
  - (b) In the LEADERS standing with them, and
  - (c) In the TRAINING they have received.

### 1. **COMPETENCY:**

***“Having suitable or sufficient skill, knowledge and experience for some purpose; properly qualified”***

-www.dictionary.com-

### **Being competent means...**

1. *I have the skills:*

When we talk about ministry skills we are referring to increasing ability and giftedness. This comes through opportunity to practice and better tools for their ministry. For the new preacher this comes with making sure they have had the training to know how to prepare a message as well as how to deliver one. They need the opportunity to preach to different groups and receive crucial feedback to know where they need to increase their skill to preach an effective message.



### *2. I have the knowledge:*

Helping them to understand what is expected in both performance and behavior. They need to understand why this ministry exists and how it fits into the broader vision of the church. They need to understand how their part is important not only in this ministry but in the broader local body.

Helping them to understand what is expected by clarifying:

- a. What role that they will play in the ministry - What they are expected to accomplish.
- b. How they are expected to relate to others - With those they are ministering with. With those they are ministering under and those they are ministering to.

### *3. I have the methods:*

We have many methods in ministry. The problem is that the average person does not know they exist or how to utilize them. For example with a new deacon, they are given to service and care for others but they don't know how to make a visit. There are different methods to setting up visits to someone's home or making a hospital visit. Equipping them with methods for ministry will help them to feel competent after a shorter period of time and could avoid high levels of discouragement as they begin in ministry.

## **2. CONFIDENCE:**

People are more likely to stay in a new ministry position if they have the support around them and training with in them to give them the confidence to weather the difficult times.

### **Being confident means...**

#### *1. I have confidence in GOD.*

I believe that God has called me to serve Him and the local church. I believe He not only has called me but has equipped me and promised me He will stand with me. I believe that the ministry is supernatural and He can overcome all of my limitations and fears.

**A leader needs to remind those they are leading how God has worked, is working and will work in and through them to impact others.**



2. *I have confidence in my LEADERS.*

I trust that the leaders God has placed over me are there to equip me. Their first desire is about making me able to build up the local body of believers and through that glorify my God. I know if I need encouragement, direction, training or counsel I can trust they will be there for me.

**The leader needs to show themselves to be available to provide the support that those they are leading need in their different stages of development.**

3. *I have confidence in my TRAINING.*

I believe that I have been given the training I need to accomplish the ministry given to my charge. I believe that as I need to grow in my ministry more training will be available for me.

**How it works together:**

