

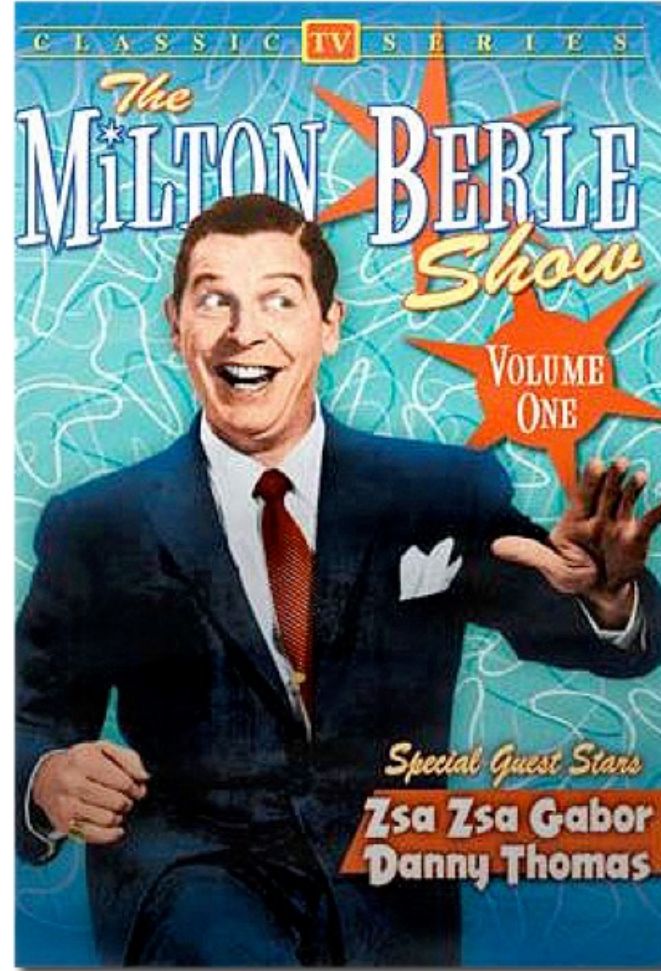
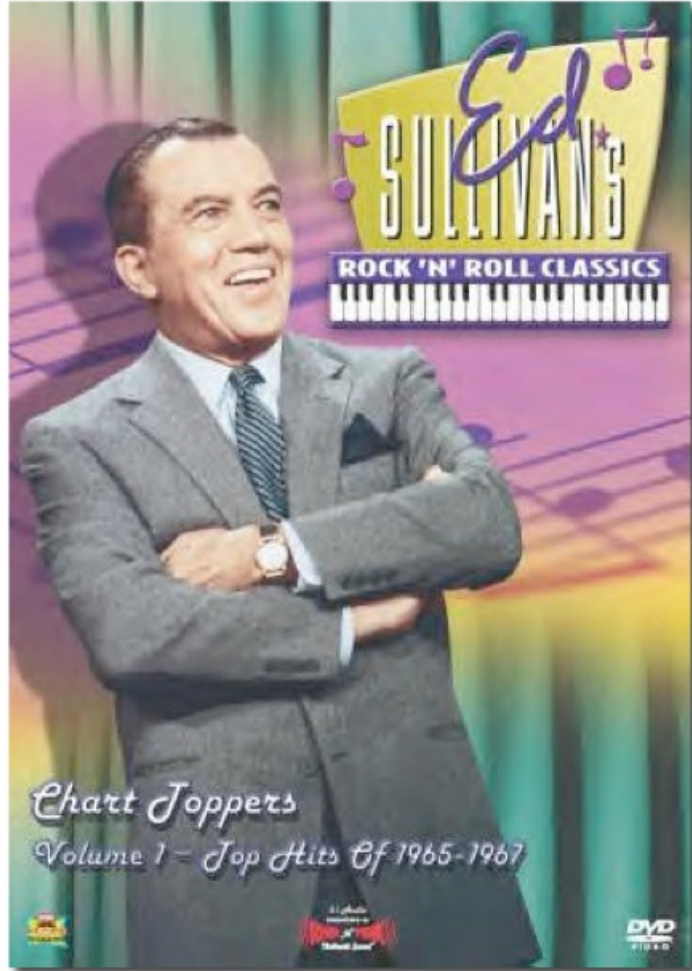
From Doing to Equipping

Don't be a Berle

Steve Boyd



A Tale of Two Shows



Are you more like
Ed Sullivan or Milton Berle ?

A more compelling reason

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.

Ephesians 4:11-13

3-Step Process

1. Determine opportunities
2. Create a profile
3. Identify and recruit

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Determine Opportunities

- If you don't understand the need, there's no motivation
- You should be asking yourself:
 - ***Where do I need help right now?***
 - ***What are my expected areas of growth?***
 - ***Where could I grow if I had more help?***
 - ***Who can be challenged, elevated, or take on more responsibility?***
 - ***What are you currently doing that should be given away?***

Reasons to Delegate and Empower Others

Exodus 18 – Jethro suggested to Moses that he delegate his responsibilities for judging Israel. He saw what he was doing and said it was “not good.” Why, because it was physically wearing him out.

1 Kings 4 – Solomon appointed many officials to be responsible for various aspects of his kingdom. He managed through others, and his kingdom was enlarged.

Reasons to Delegate and Empower Others

Luke 10 – Christ sent out 72 others to preach and heal the sick. He did not limit these to himself, but empowered others to extend his ministry.

Acts 6 – The 12 apostles delegated some of their administrative functions so they could focus their attention on prayer and teaching. Good stewardship.

Top Excuses for Not Delegating

- “I can complete the task better myself.”
- “There’s no one who has the skills to do it.”
- “I don’t have enough time to delegate.”
- “I enjoy completing the task myself.”
- “I don’t want to lose control.”
- “I’m threatened that someone will do a better job.”

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Job Description

Think about the attitude, knowledge, gifts, character, and personality needed to be successful. Not just the skills.

Sample ministry description

Title

Greeter

Purpose

When a visitor or member enters the doors of the church, a greeter is waiting to provide a warm and genuine word of welcome. Greeters serve on the frontlines of the church's hospitality ministry and provide a positive first impression for guests and a "glad to see you again" feeling for regular attendees of the church. Greeters have a key role in setting the tone for the experience many people have at the church. When newcomers enter the church doors and only see a crowd, greeters can make the church feel warm and personal.

Responsible to

Head Greeter and/or Head Usher

Description of duties

- Welcome visitors to the church with a smile, warm handshake, and pleasant greeting.
- Be prepared to arrive an hour before the service and serve 20 to 30 minutes before the service begins.
- Wear a nametag to help visitors identify you.
- Help visitors find nurseries, restrooms, coffee and other refreshments, location of worship services, etc.
- Introduce visitors to others in the church family to make them feel welcome.
- Take an interest in church guests; quickly try to "read" them and make them feel comfortable.
- Direct guests to the church information Counter or Welcome Center.
- Discern if visitors have deeper needs and direct them to Pastoral Staff, Prayer Team or Welcome Center who

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Identify and Recruit

- First Things First



**CAPTAIN
OBVIOUS**

Recruit Like Jesus



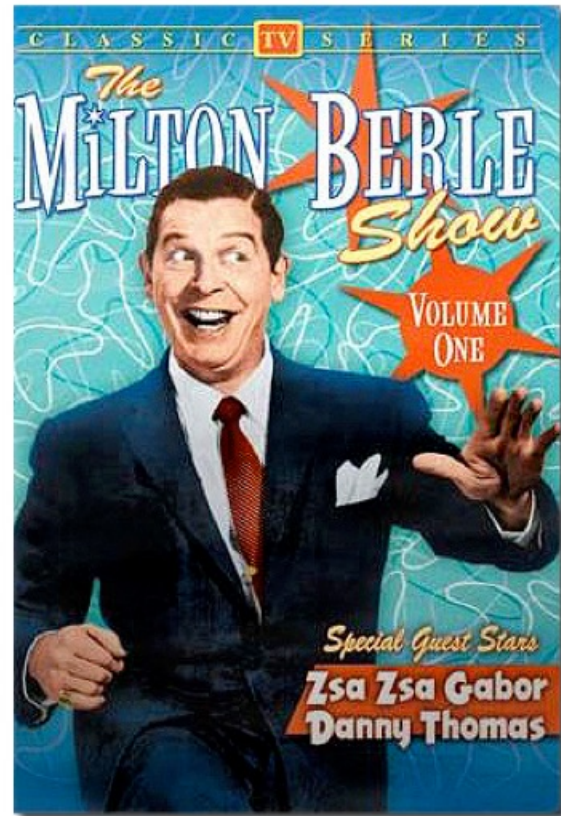
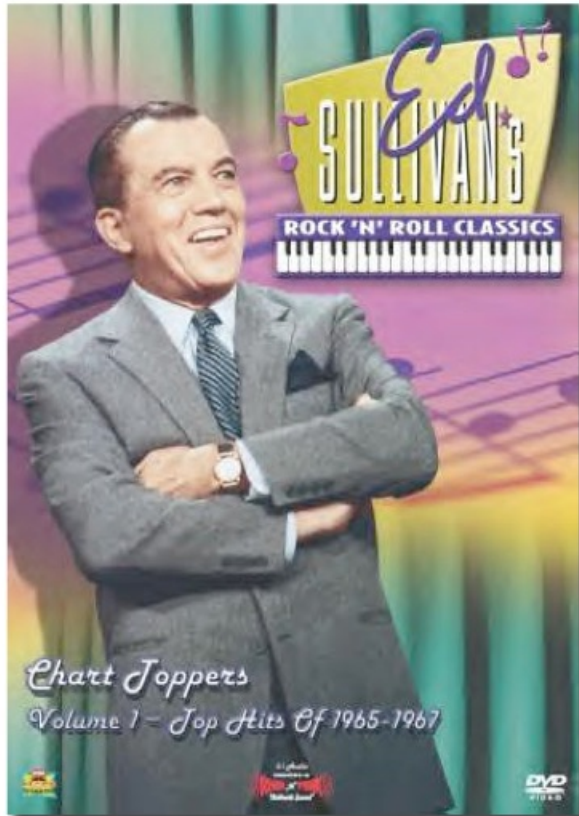
- Jesus communicated his vision well
- Jesus set forth clear expectations
- Jesus pointed out the ups and downs
- Jesus called people to action

Questions You Should Answer

- What will they be doing?
- How does their role fit into something larger?
- What makes you think they are a good fit?
- How long will it REALLY take (before, during, after)?
- How will they be trained?
- What happens if they don't like it?
- What do they do next?
- When will you follow up?

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