

Staff & Laity: Organizing for Mission

Purpose: To develop a congregational culture that involves the whole people of God in mission and ministry.

Basics

Clarify Mission

“First Lutheran Church . . . a community of faith reaching out in the name of Jesus Christ.”

Eliminate what doesn't fit; create and strengthen what does fit.

Be intentional

Helpful Biblical Principles

Exodus 18: 13-27 Can't do it alone!

Judges 9:7-15 Select leadership wisely

Ephesians 4:11-12 there are many gifts for the equipping of the saints

1 Corinthians 12:4-6 variety of gifts, given by the Spirit, for the common good

Identify and Build upon Strengths

Don't focus upon problems, perceived needs, or complainers

Do a few things well, rather than many things mediocre or poorly; prioritize the strengths

See strengths as positive opportunities to enhance mission

Trust the Spirit

Risk failure and be bold in ministry endeavors

Brace yourself to be surprised by what God can do!

Guideposts

Give Permission

Deal with the “gatekeepers”: pastor, Council, “certain” individuals or groups (turf/change)

Select carefully, equip, and turn loose!

Tap into Passions

Identify gifts, not by what someone is willing to do, but by what excites and motivates them

Attempt to seek volunteers for meaningful, useful activities

Short Term Commitments

Recognize that many will commit to volunteering if they can see a beginning, middle, and end

Use temporary “Task Forces” when possible rather than standing committees

Encourage “action oriented” approaches to tasks, not never-ending discussion

Identify new Leadership and Expanding the Volunteer Base

Time and Talent Surveys - identify passions; develop specialized surveys

New Members - integrate in two months; consider interviews rather than T&T paperwork

Nominating Committee - Stacking the deck for effective leadership

Create New Ministry Opportunities

Always keep a “new” ministry initiative in front of the congregation
Remember that new opportunities tend to involve new people
Allow ministries on “life support” to “die”

Thank You, Thank You, Thank You

Consider how your congregation affirms, supports, and thanks those who volunteer
Develop strategies to make sure there is positive reinforcement when gifts are shared
The quiet, subtle “thank you” always leaves a positive impression
Celebrate success

Pastor’s Role

Must be committed to “shared ministry” and not to “Lone Ranger”
Word and Sacrament (concentrate on the “Big Rocks”)
Coordinate, Encourage, Recruit, Equip, Get Out of the Way, Thank

Funding

Sound biblical stewardship (not: shortfall, needs, meet budget, etc.) of faithfully
responding to God’s goodness and the opportunity to make a difference through the
ministry of Christ’s church
Provide many opportunities for people to give