

Improving Ministry Effectiveness

“Just what is this congregation able to do?” asked Brian as he pondered the mission agreed upon by the leadership team. “Could they have an impact upon community?”

His pastor friend, Damon, fresh from a leadership congress suggested Brian look at his congregation from Ephesians 4:11-12. “What positions in your church mirror the roles of apostles, prophets, evangelists and pastor/teachers?”

“Well, we are not organized in that way” Brian responded. “We function with committees. We try to keep all our positions filled with willing and able workers.”

Damon nodded. “I know the constant pressure of recruiting another worker and then another. The value of the Ephesians 4 paradigm is that leadership development is an integral part of the ongoing ministry of the church. We are never done planning for expansion. God’s Kingdom is like a mustard seed that grows into a tree.”

“And position-filling gets so overwhelming,” Brian commented. “We are hoping to survive, rather than believing the Kingdom is expanding. But, and this is not to make an excuse, we do not have the people to lead the congregation at the size we are now.”

“Let me assure you, every minister, no matter the size of the congregation, knows more and better leaders are needed. At some point the church must decide it will train the next generation for leadership. While many models may exist for doing so, we will want to prepare the people of God for the work of God.”