

Transforming Discipleship

■ Synod of the Heartland

March 2009

“Leadership Through Equipping”

This January, I had the opportunity to attend a two and a half day training led by Don Cousins, one of the authors of Networking. He introduced us to his new training material entitled Leadership, which asks and identifies some of these questions: “What heresies are affecting spiritual leadership?”, “Can anyone be a leader?”, “How does God measure success?”, “What is the anointing of God?”, and “How do I do team ministry?”. As I began processing this material, the section that stuck out to me the most was the material distinguishing the difference between *equipping* leaders and *serving* leaders, and I thought this would relate to the work you are doing as ministry and discipleship leaders.

In Ephesians 4:11, Paul writes, “And He gave some as apostles and some as prophets and some as evangelists, and some as pastors, and teachers.” We call these the equipping gifts, and speak of those people as equippers. That’s because of Paul’s next words: “for the equipping of the saints for the work of service” (v. 12). The Holy Spirit gives these equipping gifts to “some” members of the body for the express purpose of equipping the other members of the body to do their “works of service” (Leadership p. 69).

While going through several college and seminary classes on leadership, I understood the idea of delegation and how to lead others through equipping others. This was enlightening to me because it really helped me understand that leaders can be identified as both equippers and servers, depending on their primary gift set. If you are more geared toward organizing ten people to do the work vs. doing the work of ten people, then you have more of the equipping gifts. Maybe you are in your position and know you don’t have the equipping gifts but have more of the serving gifts. What do you do? This is where you identify a person or some people on your ministry team that do have the equipping skill set. Partner up with them and allow them to help better equip others. Unfortunately, too many times servers are put into equipping roles. That is how ministry coordinators get burned out: they are not living into in the roles God intended for them to serve.

The final piece I would like to share with you ‘equippers’ is the danger of being a ‘user’ instead of an ‘equipper.’ Identify with this chart and look for ways in which you might be ‘using’ instead of ‘equipping.’

Characteristics of Equippers and Users

Equippers relate to servers in order to give them something.

Users relate to servers in order to get something from them.

Equippers are able to create a loyal following.

Users cycle through servers.

Equippers cause those they lead to feel loved, valued, and appreciated for who they are.

Users cause those they lead to feel “used,” sometimes to the point of being resentful. They feel they’re valued to the degree that they make a valued contribution.

Equippers see servers (those they lead in the work of ministry) as the focus of their personal ministry

Users see the ministry “program” as the focus of their ministry. The programs, events, and activities receive their greatest attention and energy.

Together With You Equipping His “Servants”

Pam Kimpson

Upcoming Discipleship Conferences and Seminars



Willow Creek Children's Ministry Conference: March 18-20, 2009 in Chicago, IL. More information can be found at www.willowcreek.com

Gateways To The Harvest Event with Reggie McNeal on April 4, 2009 in Christ Chapel at Northwestern College in Orange City, IA. Register by March 20 with Alicia Beaver at 712-737-4957.

Orange Conference: April 29-May 1, 2009 in Duluth, Georgia. I, along with several other Synod leaders, will be attending this conference featuring many innovative leaders in the areas of children's, youth and family ministries. More information can be found at www.theorangeconference.org.

How 2 Children's Ministry Leadership Seminar is in several locations in 2009. More information can be found at www.how2conference.com.

**Also, check out the Synod of the Heartland's website under Discipleship for the workshops that Pam offers. The website is www.heartlandsynod.org!

**The NEW workshop that is available from Pam is called: "Small Groups through Triads." Contact her if you would like her to come and lead that training!



New Resources Available at the Synod Library

Adult Small Group and Leadership Resources:

- Experiencing Leadership Together by Don Cousins and Bruce Bugbee. This leader's and participant's guide with DVD is ideal to use with a ministry team, small group or consistory to work through themes such as leadership, team ministry, and God's plan for the Church.
- HOPE: When Life Hurts Most by Louie Giglio. This resource features two small group sessions on finding Hope when life gets difficult. It also features a bonus CD!
- Faith Lessons on the Death and Resurrection of the Messiah by Ray Vander Laan. This small group DVD and participants guide is ideal to walk through this Easter for a richer meaning of what Christ had to go through and His victory over death.

Beth Moore's Curriculum Kit- "To Live Is Christ: A Journey Through Paul's Life and His Writings"

Children's Ministry Resources:

- All-Around Easter: 6 Faith Discovery Stations for Kids and Their Families. This resource engages families at Easter by taking parents and kids to six modern-day settings including a garden, a dining room and a baseball park- where they discover and discuss Jesus' love and sacrifice from a new perspective.
- Easter Extras: Faith-Filled Ideas for Easter Week. This Easter themed resource is filled with powerful devotions, meaningful games, crafts, praise, and Bible-based activities that give kids life-changing, multi-sensory experience to explore Jesus' sacrifice and His resurrection.

Throw and Tell Life Application Ball. This ball works great in the classroom for kids to answer life application questions at the end of each lesson.

Youth Resources:

- I Believe: Getting Ready To Profess My Faith Leader's and Student Guide. This eight week guide helps a mentor and a student cover the essentials in helping youth get ready to profess their faith.
- Questions From The Pickle Jar by Ron DeBoer. This book covers questions youth have about issues such as dating and relationships, sex without marriage, abuse, homosexuality, and pornography.