

Series: Vision Month 2021

Title: People – Who Does What

Text: Philippians 1:1

Date: January 31, 2021

I've often recalled an experience I had in the first church I served. I was a staff member on a larger church staff. One day I walked into the office of one of my co-workers. His face was buried in his hands while his elbows rested on his desk. Hearing me enter, he lifted his head. His face was wearied. With a tone of exasperation, he said, "Ministry would be so much easier if we didn't have to deal with people!"

Most ministers and church leaders have probably had similar thoughts from time to time. My friend was only brave enough to vocalize his thoughts. The truth, however, is this – without people, there would be no ministry. You've heard of businesses saying they're "in the people business," right? If there was ever an organization that could claim that mantra, it is the church. We exist to love people (Matthew 22:39) and to make disciples out of people (Matthew 28:19). People are our primary target in ministry. They are also our most valuable resource.

When you think about it, people are at the very center of God's creative purposes. Men and women are the crown of His creation. They are made in His image (Genesis 1:26-27), and they are His means of subduing and managing the earth (Genesis 1:28-30).

A study on church leadership and management would not be complete without considering this topic. If you are a church leader, you are called to lead people. The Bible has a lot to say about this topic. An entire book could be written about it. We could say much about the body of Christ and the functions of its various members. We could delve into church polity and spend a lot of time about how to mobilize people for ministry. For the purposes of this study, we want to talk about the people of the church by considering four different subjects. First of all, we will examine the three basic people who make up a local church. Second, we will look at three ideas that help determine where people serve in the church. Third, we will talk about four priorities for engaging and enabling those people. Lastly, we will talk about how leaders can create a leadership pipeline of future leaders.

THE PEOPLE OF THE CHURCH

Growing up in church, I learned a little rhyme at a young age. An older lady taught the kids in children's church to clasp their hands together while extending both of index fingers upward. Each of the last three fingers were laced together, and thumbs were held upright. While extending our arms outward, children chanted in unison, "Here is a church, here is a steeple, open the doors, and see all the people!"

From a young age, I formulated an understanding of the church based on what I was taught by well-meaning people. Like many, I regarded the church as a building. It wasn't until years later that I gained a more correct understanding. Through a study of Scripture, and from the help of many who helped shape me as a disciple, I discovered the

church can't be reduced to a physical structure. The church isn't about a place. It's about a people.

For church leaders to lead well, they must grasp this principle. They must have a thorough realization that their work involves people. They must also realize who the people are that constitute the church. Paul knew this. That's why his letters are marked with so many references to people. Read Romans 16:3-16 for an example of his relational focus.

The apostle's focus on people is also displayed in the opening of his letter to the Philippians. When greeting the church, he said, "To all the saints in Christ Jesus who are in Philippi, including the overseers and deacons" (Philippians 1:1). From Paul's words, we learn there are three broad categories of people who make up the membership of local churches. If we want to lead well, we must be aware of these three categories.

Saints

The word translated "saints" is one that literally meant holy ones. The title is a fitting description for Christians, since we have been washed of our sins by the blood of Jesus (1 Corinthians 6:11). Through Christ we are holy. When the Lord looks at us, He doesn't see our sin; instead, He sees the righteousness of His Son.

As the Lord's holy ones, the Lord desires to use us for the upbuilding of His kingdom. Every member has a place in the ministry (2 Corinthians 5:18 and Ephesians 4:11-12). No member is inferior to another, and none is superior to another (1 Corinthians 12:12-24). Everyone has a part to play. By the gifting of the Spirit, each has a spiritual gift to use for building the church and reaching the lost (Romans 12:6-8).

Effective church leaders know it is not their part to do the ministry. Instead, leaders exist to equip and empower others to do the ministry. It is their job to manage, motivate, and mobilize the entire body to make an impact on the world with the gospel.

As a leader, make sure you don't undermine or undervalue the place of the body. You aren't called to be a spiritual superhero, guru, or celebrity. You are called to engage the body of Christ with the Great Commission.

As you seek to engage the laity, realize there are different ways of organization God's people for action. Some churches use ministry teams; others use committees. Most churches have some form of official documents that make their existence legal in the eyes of their government. In churches with a congregational form of government, it is necessary to identify who are the legal representatives of the church. Forms and structures vary from congregation to congregation, but make sure you have a plan in this area. Your purpose and priorities will probably not be fulfilled if you don't do a good job of organizing your people for mission.

Deacons

When we study Scripture, we learn there are only two ordained offices of leadership within the church. The first involves "deacons." These are mentioned in 1 Timothy 3:8-13. The founding of the deacon ministry is described in Acts 6:1-7. From that passage, we learn that the office was given by the Lord for the purpose of service.

The word “deacon” is based off of a compound word in the original language of the New Testament. It was made up of two words that literally meant “through the dust.” The word painted a picture of the nature of deacon ministry. In an ancient world in which most roads were made of dirt, those who assisted or served others were often depicted as “cutting through the dust” in service.

Paul knew the early church needed a special group of leaders who led in service. Though there would be individuals in charge of leading the ministry of the Word, another group of leaders were required as well. Local churches needed individuals to lead service and support ministries to meet the practical needs of the church’s ministries and members.

To lead well in the twenty-first century, the need for deacons must be reclaimed. We live in an age in which many want to be in the limelight, to be a teacher, or to be the leader of a big ministry. The true church has never been built on personalities. It is always built through service. Jesus highlighted the primacy of service in the church when He washed His disciples’ feet (John 13:14-17).

As you seek to lead, keep these things in mind. Work to promote the need for deacon ministry. You need a team of servants to cut through the dust and meet practical needs. Towel holders are required if the church is going to be strong. As you seek to put people into places and lead the church, be a champion for service and servants.

Pastors

Pastors are the last group of people mentioned in Paul’s list of people within the church at Philippi. Perhaps his sequence was intentional, since Jesus said, “So the last will be first, and the first last” (Matthew 20:16). Our Lord also said, “whoever wants to be first among you will be a slave to all” (Mark 10:44). The apostle knew his rightful place. Those who serve in the ministry of the Word should regard themselves as slaves to Christ and His church.

Such a posture of humility is commonsensical when one considers that Jesus is the head of the church (Colossians 1:18). It is also logical when one considers the function pastors fulfill. They are called to minister the Word of God so that people can know Christ (2 Timothy 4:1-5 and 1 Peter 5:1-4). They are also called to mobilize the members of the church for ministering the gospel (Ephesians 4:11-12). When pastors fail to regard themselves as slaves to Christ, a sense of pride may grow. If an unhealthy self-focus takes hold, the church won’t see Christ and the Word of God as it should. The ministry of the Word will take a backseat to the ministry of the pastor.

For churches to be effective for the gospel, pastors must stay mindful of their place. They are least of all within the church. Their calling involves a death to self for the purposes of Christ. Ministers aren’t to be focused on building their brand, selling their books, amassing followers, or climb the rungs of denominational hierarchy. They are called to pour themselves out so that others might know Christ. They do such by embracing godly virtue, proclaiming God’s Word, and leading God’s people to minister the gospel.

An understanding of the three basic people within the church is foundational to effective church leaders. According to the precedent of the New Testament, the church is to be ruled by Christ (Colossians 1:18), the ministry is to be led by the pastors (Ephesians 4:11-12), the church is to be served by the deacons (Acts 6:1-7), and all saints are to have a part in serving for the gospel (Acts 6:5 and Romans 12:6-8). As you set out to lead your church, keep this paradigm in mind. With this framework, you will be equipped to put the right people in the right places for the purposes of the gospel.

PUTTING PEOPLE IN THEIR PLACE

The idea of “putting” some “in their place,” isn’t a pleasant one. Usually, such an action involves a level of rudeness. We typically don’t think well of those who are prone to engage in such bossy behavior. There is a sense, however, in which local church leaders must “put people in their place.”

In his book *Good to Great*, Jim Collins talks about how corporate leaders need to perform such a task. He uses the imagery of CEO’s helping people find their seat on a bus.¹ When it comes to leadership within the church, there is a need for leaders to do something similar. To play their respective parts in fulfilling the Great Commission, individual members need to know where and how they can serve.

For many, this endeavor seems laden in mystery. Churches sometimes spin their wheels, burning members out as they fail to offer good direction. Such aimlessness is sad, especially when we consider the teaching of Scripture. The Bible presents a plain blue print for discerning where individual members belong in the grand scheme of gospel ministry. As you seek to lead your people to engage with the purpose, priorities, and processes of your local congregation, remember that three spiritual markers can determine people’s place of service.

Giftedness

If you want to figure out where people should serve, teach on the subject of spiritual gifts. Uphold the Bible’s teaching on the subject. Regularly remind your people that they received special, Holy Spirit ability at salvation. According to 1 Peter 4:10-11, there are two broad classifications of spiritual gifts available to the church today – speaking gifts and serving gifts. Paul outlined the individual gifts present within those two categories in Romans 12:6-9. In reference to serving, the Holy Spirit gives some the spiritual ability to give, lead, serving, and show mercy. In regard to speaking, there are gifts of prophecy, exhortation, and teaching.

Some never serve faithfully and effectively in the body of Christ, because they never discover their spiritual gift. Considering the teaching of Ephesians 4:11-12, it seems that pastors should be active in helping the body in regard to this matter. They should see the discovery of spiritual gifts as a pivotal part of discipleship, and an integral aspect of equipping “the saints for the work of ministry” (Ephesians 4:12).

¹ Collins, ?.

It is so exciting to see it when the proverbial lights go on for believers who finally uncover their spiritual gift. A sense of joy, freedom, and passion envelops their service.

I believe strongly that an emphasis on spiritual gifts is a non-negotiable in building strong church. Pastors and leaders should provide teaching on the subject periodically. The topic can be covered in new members classes, discipleship training groups, and sermon series. Spiritual gift inventories can be of great benefit. On one occasion, the church I pastored actually used membership software to track members' spiritual gifts after we led them through a discovery process in a Sunday morning sermon series. If you want to engage the laity, focusing on spiritual gifts from time to time is a pre-requisite.

Desire

It should seem like a no brainer, but desire is another indicator of where people should serve. Some overcomplicate matters. They think they should hear a voice, receive a sign, or experience an overwhelming sensation before choosing a place of service. We can't really blame them. Ministering in the church is a big deal, so some assume some super-spiritual occurrence must take place in order to guide them.

When it comes to serving in the church, I like to ask people, "What do you enjoy doing?" Sometimes that is all someone needs to consider in order to find the right place. A man in one church I pastored asked a different question. He was the leader of our men's ministry. On one occasion, he encouraged them to get involved with the work of the church. In addressing the men, he boldly said, "Men, find something that makes you mad! Find something that you feel needs to be fixed and start working on that!" I didn't understand his appeal at the time. Looking back on it, I realize he was speaking to our men in regard to their desires.

The Bible teaches that the Lord gives us passions within our soul as we walk with Him (Psalm 37:5). Paul indicated that internal desires from the Lord are what lead men into pastoral ministry (1 Timothy 3:1). As Christians growing closer to Christ, He will work in the hearts by the Holy Spirit and give them desires concerning certain ministry ventures.

It is your job as a church leader to guide people in this matter. Teach on the subject. Become keen at detecting people's passion. Get good at guiding people in regard to their desires. Don't make the mistake some leaders make. They squelch the zeal of their people, assuming ministry has to be done in a specific way outlined by the leaders. When you see people get fired up about a ministry need, help them. Regard it as your duty to be a facilitator and empowering agent. If you want to engage people in Great Commission work, direct their desires towards that work.

Opportunity or Need

In one church I served, there was an older man who had a pretty simple perspective on his place of service. He once told me, "Pastor, I've made an agreement with the Lord. If a ministry need really gets my attention, I am going to act on it. There's no need praying about whether or not I should get involved if there is a big need."

Such a frame-of-mind gripped Paul. As he embarked on his missionary journeys, he often went to the places in which there was the greatest need. Philippi was a target because it was a trade city filled with countless merchants (Acts 16). Athens was important because it was a hub for idolatry (Acts 17). Think of the Macedonia call he received. A man appeared in a vision, saying, "Cross over to Macedonia and help us!" (Acts 16:9).

Needs are a good place to start in gospel ministry. As a leader, encourage your people in this matter. Tell them about the needs around them. Preach about the brokenness of your city. Make your members aware of opportunities with children, students, and senior adult ministry. Make announcements about holes that need to be filled. Strategically enlist and call people out to service.

Be careful when people approach you to talk about needs they see. Don't regard their remarks as complaining. Sometimes the Spirit will impress people about something that is not right. He will make the body aware of needs! Be discerning. Be sensitive to the Spirit's leading. When someone airs an opinion about something that needs to be done, realize that he or she may be the one the Lord has appointed to do it! If you want to lead your people to get engaged in the Great Commission, lead them to stand in the gap for needs within your ministry strategy.

MANAGING THE CHURCH'S MOST VALUABLE RESOURCE

One of my first jobs was in the restaurant industry. I worked in a chain steakhouse. It was one of those places with loud country music and western murals on the wall. Patrons drank their beverages out of oversized mason jars and enjoyed heaping baskets of sweet yeast rolls. Buckets of roasted peanuts donned each table, and everyone was allowed to throw their shells on the floor!

I loved my job, but I almost lost it. After working for a few months as a waiter, my manager had a conversation with me. I needed to get better. The problem wasn't with my knowledge of the food, my punctuality, or my ability to get meals to the guests. Plain and simple, I wasn't good at talking to people. I was awkward and shy. My manager intervened. I'll never forget him telling me, "Patrick, if you don't learn how to talk to people, we are going to fire you." Even though it was very difficult, I forced myself out of my shell. I improved my people skills and saved my job.

Church leaders have a need that was similar to mine. In order to lead God's church effectively, they need to be good at mobilizing, motivating, and managing God's people. According to Ephesians 4:11-12, such a responsibility is at the heart of their function in the church. For many, however, leadership seems like an enigma. They just don't get it. They hardly have a clue of how to move God's people to action.

Fortunately, God's Word gives us powerful instruction. In detailing the ministry of Jesus, it shows how He mobilized His disciples for ministry. While there is a lot we could say about this subject, we can gain some simple and straightforward advice from His example. Consider four concepts related to your role in empowering God's people for ministry.

Assignment

When, Jesus led His disciples, He empowered them. He gave them straightforward instruction and released them to serve. Read Mark 6:7-13. It is interesting to note that our Lord didn't try to do everything Himself. He entrusted others with the work of ministry. If He, the omnipotent Son of God, was willing to turn ministry over to others, shouldn't we? Unfortunately, many church leaders never assign ministry opportunities to others because they struggle with fear, pride, or insecurity. Know this — if you want to lead like Jesus, you've got to learn to turn the ministry over to Jesus' people!

Action

Local church ministry is centered on one primary action. Proclaiming the gospel is the primary goal. In Mark 16:15, Jesus commissioned the church, saying, "Go into all the world and preach the gospel to all creation." As you enlist and empower the people of God for ministry, keep this priority in mind. Many leaders get off track in this matter. They mobilize people for a lot of things, but they lose sight of the main point. Their church looks more like a social cause, a secular nonprofit, or a charity. Know this — if you want to lead like Jesus, you've got to make the gospel central to your ministry.

Ability

We spoke of spiritual gifts earlier. Jesus taught strongly on a subject closely related to that topic. He often remarked on the way in which each is endowed with resources, abilities, and opportunities from the Lord. He taught it is the Lord's desire for each to use what he or she has to the best of his or her ability. We see an instance of such teaching in Matthew 25:15. Many leaders use Jesus' instruction to encourage church members to use their time, talents, and treasures for the kingdom. Such encouragement is in keeping with the spirit of our Lord's ministry. Know this — if you want to lead like Jesus, you've got to lovingly call people out to faithfully steward their lives for His glory!

Accountability

Many shy away from the topic of accountability. I remember preaching on the subject at a men's conference a few years ago. In my message, I urged men to seek other men to hold them accountable in their pursuit of holiness. At one point in my message, I gave a quasi apology for challenging the men so directly. One of the men who was there that day spoke up — "Don't apologize. We need accountability!"

I appreciated that man's encouragement. Accountability is needed if the church is going to advance. Jesus engaged in the activity with His disciples, providing a model for us. He sent them out to preach the gospel (Mark 6:7-13), and when they returned, He asked them to share reports of what they had done in ministry (Mark 6:30).

Somehow, leaders need to build a loving environment of accountability. How can this be done? I've see it done in many ways. One possibility is to use small groups for accountability. You don't have to put people on the spot, but maybe you could encourage leaders to have a set time each week for people to report on service,

evangelism, and discipleship activities. By simply having people regularly talk about such topics, you might build an atmosphere of accountability and encouragement.

I have used my weekly discipleship groups for this purpose. When I gather with my five guys each week, we have a time in which we report on how we are doing with sharing the gospel and making disciples. At first, most men are uncomfortable with such directness. In time, it can become a catalyst for Great Commission living.

Personally, my most helpful accountability comes from a close friendship I have. Almost every week, I talk to a good friend who holds me accountable in areas of personal holiness. As I mentioned earlier, I often teach on this topic to other believers. I have a firm conviction that accountability is a missing ingredient in many churches. You don't have to do things the way I do them, but seek to instill a culture of accountability in your ministry. Know this – if you want to lead like Jesus, you've got to build such an environment in your church.

CREATING A LEADERSHIP PIPELINE

Like a lot of folks who live in the South, I love college football. It doesn't matter who is playing, I get great delight in watching the sport. Though I have my favorite teams, I have no problem traveling to other campuses. The pageantry and tradition of various schools are sights to behold. As a pastor, I've had the opportunity to go to a number of games with church members.

An older man in one of my churches once invited me to a game involving his team – The University of Alabama Crimson Tide! He had been a season ticket holder for years. As we arrived on campus, he pointed out important sights on campus and recounted much of the history of Alabama football. Inside the stadium, I was impressed by the enthusiasm of the crowd as they sang "Sweet Home Alabama" and yelled "Roll Tide!" For many people, the team's battle cry is annoying. For those who love the team, the words represent cherished tradition and a lineage of championship football.

It may seem strange to say this, but the concept of a rolling tide is important to engaging the people of the church. We have all perhaps seen a tide rise on a seashore. If leaders want to lead their churches to make advances for the Great Commission, they must pray and work to see a rising tide of future leaders in their congregations.

How can this be done? To close our discussion on the people of the church, I want to use the word "tide" as an acronym – "T.I.D.E." Four letters will represent an action church leaders must take in order to raise up future leaders in their churches. Know this – if you don't empower people for ministry by multiplying leaders, all of our talk about Scripture's teaching on this subject is useless. Knowledge about church polity won't build a movement that makes a difference. Leaders must be intentional to equip, encourage, and empower people. God has given us a mandate to mobilize, and manage His members for His ministry.

"T" - Talk

Perhaps you've heard the following statement — "What gets talked about gets done." Those words can be applied to the subject at hand. Leaders who replicate themselves build a culture of leadership. They talk about it in casual conversations, they preach about it, they pray about it, and they train their key leaders about it.

All of this flows from a life that is consumed with the Great Commission. When one walks the walk, one is more likely to talk the talk. Paul encouraged young pastors in this regard. It is interesting to note how often he spoke of the pastor's need to verbally encourage action. In his letters to Timothy and Titus, he gave several commands regarding this aspect of leadership, with phrases like, "point these things out to the brothers and sisters" (1 Timothy 4:6), "Command and teach these things" (1 Timothy 4:11), "Teach and encourage these things" (1 Timothy 6:2), "Remind them of these things" (2 Timothy 2:14), and "Proclaim these things" (Titus 2:15).

Local church leaders lead by example, but they also stay aware of the power of words. Remember, what gets talked about gets done. Do it in a way that fits your personality and leadership style, but be a leader who lives with a passion for empowering the people for the work of ministry, and let the topic always be on your lips.

"I" - Identify

Leaders who reproduce themselves are always on the lookout for future servants and potential leaders. When a prospect emerges, they are quick to enlist for the cause of the King! Paul did this. Think about the way in which he snatched Timothy up when he visited Derbe and Lystra (Acts 16:1). He met the young man and he heard everyone speak highly of his character. Paul knew the burgeoning Christian movement needed qualified leaders (Acts 16:2). He had perhaps been following the instruction of Jesus, praying that the Lord would send laborers into the harvest (Matthew 9:38). When he saw Timothy and heard about His character and competencies, he jumped on the opportunity to add another soldier to the ranks.

If you want to be used to build a rising tide of workers and leaders within your ministry, develop a frame of mind like the one Paul had. Always be on the lookout for future servants, ministers, ministry leaders, missionaries, and teachers. The work can't be done by you alone. The cause is bigger than you! Pray and petition the Lord for help. See every young person, teenager, new member, casual attender, and senior adult as a prospect for service and leadership.

One of my ministry mentors had a way of expressing his passion for this topic. He referenced an old saying from the gold rush days of 1849. While many were fleeing to California to find riches, others discovered there were prospects of fortune in Georgia. The story has been told of the way in which the Georgia Mint assayer, Dr. M. F. Stephenson, encouraged the townspeople of Dahlonega, Georgia to stay and look for gold in their own town. Standing on the steps of the Lumpkin County Courthouse, he famously pointed to the mountains that surrounded the city and cried, "There's gold in them thar hills!"

My mentor morphed Mr. Stephenson's challenge and applied it to ministry. He encouraged me to look for perspective leaders amongst my church, saying, "There's gold

in them thar pews!” As you stand to preach or lead each week, never forget there are countless prospects for ministry right in front of you. Have an eye for identifying those who can work, serve, and lead. Excavate the valuable resources in your church for the glory of Christ!

“D” - Develop

After getting new leaders and workers on board, you need to train them. Scripture reveals that your role in the local church requires such teaching and instruction. Consider the example of Jesus. He called the Twelve unto Himself (Mark 3:13-19), but enlisting them into service was not enough. He knew they also needed to be educated regarding service. That’s why He gave them specific instruction regarding the outworking of their call in Mark 6:7-13. Study that passage some time, and you will discover there were in-depth, divine details in the Lord’s training of His disciples. Aspiring servants and leaders, need otherworldly truth to equip them for the work of the Great Commission.

There are many means of accomplishing this aspect of ministry. You can host regular leadership meetings. You can host a conference. Regularly distributing books and resources can help. Dream the dream, pray, strategize, and get creative. Think of means by which you can develop the next generation of leaders.

Personally, I look at leadership development like discipleship. I use the same method for developing leaders that I use for developing Christians in their spiritual life. I believe leadership development is just another aspect of the Christ’s command for us to “make disciples” (Matthew 28:19). For me, Paul’s instruction in 2 Timothy 2:2 provides a template for how to develop the next generation of servants and leaders – “What you have heard from me in the presence of many witnesses, commit to faithful men who will be able to teach others also.”

Both the act of developing disciples and developing leaders require three basic actions – setting an example, giving instruction, and providing an opportunity for one to act. Such was Jesus’ method of developing His disciples. He set the ultimate example of Christian character, He regularly taught the Twelve, and He provided them opportunities to engage in ministry. As I seek to disciple the next generation of leaders in my ministry, I try to keep these things in mind.

I aim to be an example of Christian service. In regard to instruction, I have written different curriculum I use to train prospective leaders, teachers, or servants. All the while, I look for new opportunities to plug people into the work of ministry. Letting people cut their teeth and try new things, even though they may struggle and fail, is critical to building a rising tide of leadership and service within a local church.

“E” - Empower

Finally, if you want to mobilize people for Christian service and leadership, you must keep an eye on empowerment. Avoid the temptation to regard yourself as a super holy hired man who is responsible for accomplishing the work of the church by himself. The best

leaders are surrounded by an army of leaders, workers, and volunteers who are empowered to serve.

In my ministry, I have sought to empower people by dividing them into different ministry teams. Through such teams, members are enabled to use their spiritual gifts in a ministry for which they have giftedness and passion. On top of this, the deacons are released to serve and undergird the ministry of the Word by overseeing the ten processes of our church ministry strategy. Committees work to represent the church in key legal matters related to our 501(c)(3) status. Staff members and pastors have been entrusted to lead and serve within their respective areas of oversight. I have created an organizational chart that reflects these different areas of leadership and service. Each group of people – pastors, staff, deacons, committees, ministry teams – are reflected in it, and each group's assigned priorities and processes are reflected in it as well.

Work on building such a system in your church. Identify the key positions of service and leadership. Make assignments and create a structure. Position certain people to provide leadership for the priorities you identified earlier. Create teams and committees to provide support to those leaders as needed. Cast a vision for people to use their spiritual gifts in critical areas. Mobilize other teams and committees to provide support through your church processes. Once you've landed on a plan for positioning your people, communicate it. Design an organizational chart and share it.

Shun the micromanager syndrome like the plague. If you want to lead well, work at making yourself replaceable. Don't let insecurity convince you that you must posture yourself as being indispensable to the church. Remember the call of Scripture. God has put you in the place He has put you in order that you might "equip the saints for the work of ministry, to build up the body of Christ" (Ephesians 4:11-12). Line the saints up in the proper lanes of service and let them go. As they run in their lanes, lovingly encourage them from time to time and let God work in the church for the glory of Jesus!

People Audit

- According to Philippians 1:1, what are the three main different groups of people within the church?
- What do passages like Ephesians 4:11-14 and Acts 6:4 tell us about the role of the pastors/ministers in the church?
- What does Ephesians 4:11-14 tell us about the role of the laity in the church?
- What do Acts 6:2-3 tell us about the role of the deacons in the church?
- What does Colossians 1:18 say about Christ's position over the church?
- What do you think about the following way of communicating the roles of the three different types of people in the church? Is there anything you would change in this construct?
- What plan might you put in place for arranging the various groups of people, workers, and leaders in your church?

MY MINISTRY STRATEGY (Use this table to articulate your ministry strategy)

Organizational Concepts ("7 Ps")	Fill in the Blank
My Purpose:	
My Priorities:	<ol style="list-style-type: none"> 1. 2. 3. 4.
My Passions:	<ol style="list-style-type: none"> 1. 2. 3. 4. 5.
My Plan:	
My People:	<ol style="list-style-type: none"> 1. 2. 3. 4. 5.