**Empowering God’s People for Ministry**

The apostle Paul tells us that the role of those in key leadership positions is to equip, prepare, or even disciple the saints who then in turn are to do the work of ministry. (Ephesians 4:11-12) But long-standing tradition in the church has removed the saints as the ministers and given that title to pastors, missionaries, para-church workers. We need to recover an equipping ministry and snatch it away from what has become a dependency model.

**Greg Ogden** retired from professional church leadership in 2012 and now lives out his passion of speaking, teaching, and writing about the disciple-making mission of the church. Most recently Greg served as Executive Pastor of Discipleship at Christ Church of Oak Brook, Illinois in the Chicago western suburbs. From 1998-2002, Greg held the position of Director of the Doctor of Ministry Program at Fuller Theological Seminary and Associate Professor of Lay Equipping and Discipleship. Prior to coming to Fuller, Greg enjoyed 24 years in pastoral ministry. He is the author of six books including *Essential Guide to Becoming a Disciple* (Intervarsity Press, 2016); *Transforming Discipleship: Making Disciples a Few at a Time* (Intervarsity Press, 2016); *The Essential Commandment: A Guide to Loving God and Others* (InterVarsity Press, 2011); *Discipleship Essentials: A Guide to Building Your Life in Christ, 3rd Edition* (InterVarsity Press, 2019). Dr. Ogden is a principal partner in a new ministry entitled the Global Discipleship Initiative (GDI). GDI trains, coaches, and inspires pastors and Christian leaders to establish indigenous, multiplying, disciple-making networks, both nationally and internationally. (globaldi.org).

1. **Introduction: Moses, A Case Study--A Needed Change in Leadership Style (Exodus 18:13-23) [What was Moses' role?]**
2. **The dependency model of ministry (the problem defined)**
3. Definition--The pastors do the ministry to or for God's people, while the people are the grateful (or not so grateful) recipients of their professional care. [Moses, why do you sit alone?]
4. Caretaker

2. Medical

3. An Unhealthy Family System

1. The Co-dependency Conspiracy [What expectations did Moses have of himself in this role?]
   1. The Pastor's Part in the Conspiracy
2. Omni-competence
3. Distrust
4. Priestly Aura
5. Unhealthy Need to Be Needed

Case Study: Pastoral Expectations

* 1. The People's Expectations of a Pastor [What was Moses' justification for playing this role--Ex. 18:15, 16?]

1. Only the pastor can deliver real ministry
2. Closer to God that the rest
3. A multi-talented pastor
   1. The People's Part in the Conspiracy [What role did the people play?]
4. Critics/Spectators
5. Passively Resistant
6. Pastoral Extensions
7. **The equipping or interdependency model of ministry (the solution proposed)**
8. Moses, Change Your Role—Teacher and Trainer of Leaders
9. The Equipping Model Defined

"The ministry is for all who are called to share in Christ's life, *the pastorate is for those who possess the peculiar gift of being able to help other men and women to practice any ministry to* *which they are called."*

(The Incendiary Fellowship, Elton Trueblood)

1. The Dimensions of the Equipping Model of Ministry
   1. Mend/Restore
   2. Establish/Lay Foundations
   3. Prepare/Train
2. The Pastor's Fundamental Call
   1. Player-coach

*"The glory of the coach is that of being the discover, the developer, and the trainer of the powers of others."*

(The Incendiary Fellowship, Elton Trueblood)

* 1. The glory of the pastorate

1. Moses, Share and Develop Leadership
   1. Manner
2. Be a real person
3. Accept limitations of giftedness
4. Share the spotlight

* 1. Style

1. Styles which inhibit an every member ministry
2. Do it all
3. Authoritarian
4. Laissez Faire
5. Styles that encourage ministry partnership and release people in ministry
   * + 1. First among equals
       2. Mutual Vision
       3. Democratic
6. Moses, Decentralize Your Structure
   1. Small Groups
   2. Gifts and Call Consciousness
   3. Disciple People to Maturity
7. **Conclusion:**

“Melt down the saints and put them in circulation”—Oliver Cromwell

**Suggested Readings:**

Greg Ogden, *Unfinished Business: Returning the Ministry to the People of   
God (Zondervan,* Grand Rapids, MI, 2003). Original Title: *The New Reformation*, 1990.