

# Equipping the Saints

*A View from the Other Side  
of the Pulpit*

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# **Intro Questions:**

- 1. How do you relate to your leaders that are more like horses than sheep? (#2)**
- 2. What are six things that you need to do as you relate to these leaders? (#3)**
- 3. What are five things that Jesus did? (#2)**

# **More Questions:**

- 4. What is the most important question that you can ask of these leaders? (#1)**
- 5. What are the four activities that every believer needs to be involved in so that they can continue to grow spiritually? (#3)**

# **Where are we going?**

**Session #1- Focuses on you as the Equipper**

**Session #2- Focuses on the leaders that you are to Equip (the horses)**

**Session #3- Focuses on your relationship with those leaders.**

# **My Background:**

- **No advanced degrees or seminary experience. Served on board.**
- **Have spoken on eighteen different seminary campuses and many international conferences.**
- **Thirty Five years as a business owner and executive.**
- **I currently lead a worldwide organization of Christian CEOs**
- **Have served in many church positions as a lay person.**

# **My basis for teaching:**

- (1) Heavy emphasis on God's Word. I have been a student of His Word for forty years.**
- (2) Practical tools that you can use right now.**
- (3) I have personal relationships with and have interviewed hundreds of pastors.**

## **Ephesians 4:11,12**

And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, for the **equipping of the saints** for the work of service, to the building up of the body of Christ; (NASV)

# Eph 4:12

- “to **prepare** God's people for works of service” (NIV)
- “Their responsibility is to **equip** God's people to do his work and build up the church” (NLT)

# Several Problems:

- Most members do not share their faith regularly
- Majority of members do not even read the Word of God daily
- Vast majority do not study the scriptures on their own

# Four Questions:

- (1) Who is to do the equipping?
- (2) How are the Saints to be equipped?
- (3) For what purpose are the Saints to be equipped?
- (4) What is the final objective?

# **#1 Who is to do the equipping?**

# **Some of you as leaders are:**

- Apostolic church planters
- Prophetic proclaimers of God's truth
- Evangelists

# **Who is to do the equipping?**

The Pastor/Teacher, the  
Shepherd of the flock

## **Jeremiah 3:15**

“Then I will give you **shepherds**  
after my own heart, who will  
lead you” (NIV)

## **Acts 20:28**

“the Holy Spirit has made you  
**overseers, to shepherd** the  
church of God” (NASV)

## **I Peter 5:2,3**

**“Be shepherds of God's flock that is under your care, serving as **overseers** — not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being **examples** to the flock.” (NIV)**

## 2 CORINTHIANS 4:5

- For we do not preach ourselves, but Jesus Christ as Lord, and ourselves as your **servants** for Jesus' sake.  
(NIV)

# **God has called you to be:**

- **Shepherds** of His flock...to protect, to lead, and to care for
- **Servants** of Christ's body
- **Teachers** of the saints

**Until you first  
become a shepherd**

You can not become  
an effective teacher

# Sheep are:

- Stupid
- Helpless
- Timid
- Fearful
- No sense of direction
- Groupies
- Dirty
- Simple minded
- Need protection
- Loyal to the shepherd

# **The Shepherd must be:**

- Patient
- Aggressively protective
- Constantly alert

# **Before they will listen to you, you must first earn their trust**

- Understanding
- Sensitive
- Available
- Listening
- Serving
- Caring
- Encouraging
- Loving
- Then finally communicate

## **More important than your preaching will be:**

- Your servant heart
- Your brokenness
- Your prayer life

**Your job from God is to:  
Equip the saints....but  
you will be asked to:**

- Create various programs
- Enlarge the facility
- Increase attendance
- Be at the hospital, graveside, the wedding altar

## **And to:**

- Make us comfortable
- Be available at all times
- Keep the church machinery running
- Make us feel good
- Even to win souls
- Preach powerfully!!

# **Most pastors are tired**

Not from equipping but  
from doing these  
other tasks

# You are not to...

- . Primarily build a church institution,

but an Army of finely trained soldiers

- . Primarily grow a church organization,

But a Body...a living- breathing organism

**You are to not only**

Encourage and Inspire,

but YOU are also to

Equip the saints

**You have been called**

Not to bigger budgets or  
better facilities,

But to build larger saints

# **Seemingly Impossible Mission from God...**

Is to develop Mature Saints out  
of dumb sheep....

This is **Impossible** without  
God's help.

# Your Mission

- Story of a successful pastor...
- “You must make a choice, Do I want to build a great church or a family?”

# **Your Mission**

**God commands, “Equip the saints”**

**You must make a choice...**

**Build a church or**

**Equip the Saints?**

**...I believe it starts with the family**

# **Please Equip us**

Not to just stay in  
comfortable churches, but  
to reach out to our  
**Jerusalem...** our family  
and our co-workers

# **Please Equip us**

Not to just build bigger  
monuments, but to reach  
out to our **Judea**... our  
friends and clients in the  
marketplace

# **Please Equip us**

Not to just experience the warmth of Christian fellowship, but to reach out to our **Samaria**.... Those who have hurt us and are our enemies.

# **This work is God's work, you are not alone**

- He is the Good Shepherd (John 10)
- He is the Chief Shepherd (I Pet. 5)
- He is the Great Shepherd (Heb. 13)

# You are His “under shepherds” ... assistants

Phil 1:6 (NIV)

“He who began a good work in you will **carry it on to completion** until the day of Christ Jesus.”

Phil 1:6 (NLT)

“**will continue** his work until it is finally finished”

# Jesus is the Master Equipper

Heb 13:20-21 (NASV)

Now the **God** of peace, who brought up from the dead the **great Shepherd** of the sheep through the blood of the eternal covenant, even **Jesus our Lord**, **equip you** in every good thing to do His will, **working in us** that which is pleasing in His sight, **through Jesus Christ**, to whom be the **glory** forever and ever.

# God's Equipping Plan

- God the Father (the planner)
- Jesus the Son (implementer)
- The Holy Spirit (within us)

Through YOU as equippers...

For His Glory!

# **#2 How are the Saints to be Equipped?**

# Equip:

- to perfect (KJ)...I Peter 5:10
- to prepare fully...used in NIV
- to make fit (2 Cor. 13:9)
- To be made complete (1 Cor.1:10)

# **You have been asked to:**

- **Prepare** the saints to do their work
- **Teach** them the truth of God's Word
- **Help** them overcome their problems
- Allow them to **develop** their skills
- Give them the **vision** for reaching out to others
- As Elders to Guide, Instruct, and feed them

# Model of Jesus Mark 14

This is the most **important**  
thought that I will share with  
you today!

# **How do leaders grow spiritually?**

We will reveal these to you in session three. I will say that they grow differently than followers.

# **Model of Jesus    Mark 14**

- (1) He ministered to the crowds**
- (2) He spent time with the twelve**
- (3) He separated out the three**
- (4) He focused on the Father  
(also John 17 and Mark 1:35)**

# You must do the same:

- (1) You must minister publicly to the entire local body
- (2) You must **train** a leadership team of staff and laity (small groups)
- (3) You must give your life to a **few** (an Inner Circle)
- (4) You must **focus** on your personal relationship to Jesus Christ

# The Key is Modeling

Luke 6:40 (Phillips)

“A disciple is not above his teacher, but when he is fully trained he will be like his teacher.

# Caught....not Taught

Philippines 4:9 (NASV)

The things you have **learned** and **received** and **heard** and **seen** in me, practice these things, and the God of peace will be with you.

# The **KEY**

People will notice what you do publicly, but the **key to your ministry** will be what you do **privately**, by yourself and with the few.

# My Workplace Example

- a. 400 Employees, 40 cities
- b. Middle Management team of 30-40
- c. Leadership Team of 6 to 8

Who did I spend the most time with?

# **You are to not only do, but to Equip others to do.**

- Paul reminds you, as a pastor, that the **focus is on them**, not on you
- We will ask YOU to do the ministry
- We will tell you that is what you are paid to do
- **But YOU and I know the truth**

# **God has asked you to Equip the saints**

- You must not only preach the Word but encourage us to get into **God's Word** daily
- Equip us for battle with the Sword of the Spirit (Ephesians 6)

# God has asked you to Equip the saints

- Equip us not to be satisfied with the **pleasures** of this world, but to have a passion for the lost.  
Remember “it is Caught”

# God has asked you to Equip the saints

- Equip us how to use our possessions as **tools** for the Gospel, not as idols
- Equip us to be **Stewards** of our resources, and help us to avoid the bondage of debt.

# God has asked you to Equip the saints

- Equip us to **bear fruit**, not just to come to the vineyard and eat.
- Equip us to bear much fruit as we allow the Holy Spirit to work in us.

# God has asked you to Equip the saints

- And when you leave the church after 3 years or 30 years, the ONLY thing that will matter will be the lives which you impacted for eternity.

(Example: Leaving our distribution firm)

# Responsibility of the CEO

- (1) Get the employees to understand the mission, vision, and their job.
- (2) Train them in their job.
- (3) Help them to excel in their job and let them do it!
- (4) Then they will train others.

**Telling is not teaching**

**Listening is not learning**

**We learn to do by Doing**

# **Equipping Comes NOT from the pulpit**

- You can teach from the pulpit
- But you must equip in the trenches

# Review-

(1) Who is the Equipper?

The pastor / teacher

(2) How are the saints to be Equipped?

Modeling, Small Groups,  
Personal “one on one” and  
“one on three” relationships

# **In the next session**

**We will answer the  
question:**

**“What did Jesus do?”**

**.... Five Things**

**This will help us to  
understand more about  
the equipping process.**

**#3 What are they to  
be equipped for?**

# Equipped for the Ministry

- “Apostles-ministry of the word”- Acts 6:4
- Paul, “We have this ministry”-2 Cor. 4:1
- “Ministry of reconciliation”- 2 Cor. 4:18
- Paul to Timothy, “Fulfill your ministry”  
2 Timothy 4:5

The word “Ministry” used 32 times in N.T.

# **Ministry is the**

**Calling.....**

**Privilege.....**

**Responsibility.....**

**Of Every Member of  
the Body of Christ**

**Full Time Ministers...**

**Do Your People Understand**

**Their Role as Ministers?**

**Focus on Equipping**

**Redistribute the Load**

**Your People are Called**

**To Join Jesus Christ  
in His Ministry,  
not Yours**

**2 Cor. 6:1 “with Him”**

**1 Cor. 3:9, God’s fellow workers”**

**Mark 16:20- with them”**

# **Dependent upon Him**

**Not You.**

**John 15:5**

# **The Question:**

**“How may I Help you**

**In the Ministry that God  
has Called you to**

**Where He has sovereignly  
placed you ?”**

**You are to assist them**

**In Their Ministry**

**Not “the church’s” ministry**

**Not “your ministry”**

**But in what God has Called them  
to do where He has placed them.**

# **Love God, Love People**

**Equip Them to Seek Him  
and Reach out to Others**

**(Matthew 22, Mark 13,  
John 13)**

# Proclaim Christ:

**“So naturally we proclaim Christ!  
We warn every man we meet and  
teach everyone we can, all that we  
know about Him, so that if  
possible we may bring every man  
up to his full maturity in Christ  
Jesus. This is what I am working  
at all the time with all the strength  
that God gives me.”**

Colossians 1:28, 29 (Phillips)

# **Equip them to:**

- **Be Sensitive to the Lost**
- **To Listen to them**
- **Share the good news**
- **Serve and not to be served**
- **Be prepared for Battle  
(Ephesians 6)**

# **Send them out**

**Do not just equip them,  
but Send them out.**

**And Join them  
as they go out.**

**(John 17:18)**

**Go with them to:**

**Their Jerusalem  
and their Judea**

**Visit their offices, their  
schools, and their  
factories.**

**Go with them as they go  
outside the walls of the  
local church.**

**We have confused:**

**The Training Grounds  
and the Battle Arena**

# Segmentation, #1 Problem

- Church
- Job
- Home
- Money
- Recreation

**Equip them to live the  
Integrated life...**

**Let them see you up close  
and see how this is done**

# **Prepare them to be:**

- **A Father**
- **A Neighbor**
- **An Employee**
- **A Friend**
- **A part of the working Body of Christ**

# **Salt and Light in the:**

- Marketplace
- Neighborhoods
- Medical complexes
- High Tech centers
- Educational systems
- Halls of government
- Financial markets
- Media and the Arts

# Review:

#1 Who? The Shepherd / Pastors are to do the Equipping

#2 How? We must do it as Jesus did, we must work **through others**. That will be the Key to our ministry.

#3 What? Train them to **Love God** and **Love People** in their Sphere of Influence

# **#4 What is the Final Objective?**

**The goal?**

**Maturity in Christ  
(Col 1:29)**

# **“Build up the Body of Christ”**

**“Edify” is used 18 times in  
the New Testament**

**Edify in the KJ**

**Build up in the NASV and  
NIV**

## **Rom 14:19 (NASV)**

**“So then we pursue the things which make for peace and the building up of one another.”**

# **A Kingdom Focus**

## **Build up His Body**

Not to Build up our own church

Not to Build up our own ministry

Not to build up ourselves

# **Focus on Monday, ...not Sunday**

**Richard Halverson, “the  
focus must be on where the  
people are Between  
Sundays.”**

# Final Warnings:

- Get your job description from God and not from those in the pew...

”Equip the Saints”

Don't give your life to build an institution, even a good one.

Don't allow their focus to be on you. Make the sheep dependent on God, not you>

# **Permanent Investments, into People...**

Capable of going out and

Winning others in the  
secular world, and

Disciplining them to become  
followers of Jesus Christ

# **Look for Faithful Saints, and Equip Them**

2 Tim 2:2 (NASV)

The things which you have heard from me in the presence of many witnesses, entrust these to faithful men who will be able to teach others also.

# **Pastor / Teacher**

- **Share the Vision**
- **Take time to personally equip**
- **Release for Service.**
  
- **(More practical how to's in session three)**

# **Next Session, the Differences between:**

- **Teaching**
- **Training**
- **Equipping**

# **Ephesians 4:11,12**

**And He gave some as apostles,  
and some as prophets, and  
some as evangelists, and some  
as pastors and teachers, for the  
equipping of the saints for the  
work of service, to the building  
up of the body of Christ;  
(NASV)**