

## Equipping Church Implementation Continuum



1. Pastor is THE minister, striving to be all things to all people; the ultimate server; professionally trained to do acts of service, <10% (emperor)
2. Pastor is open to letting others get involved in ministry, so long as it's a support role and not a leadership capacity, 10% (controller)
3. Pastor realizes that others need to participate because there are too many tasks in the church for him/her to do alone, 10-20% (pragmatist)
4. Pastor works to recruit people to fill various ministry "holes" and hopes others will get involved; staff are hired for talent, 20-30% (recruiter)
5. Pastor encourages others to get involved in ministry, teaches on gifts and occasionally the priesthood of believers, 30-40% (sharer)
6. Pastor unleashes others to pursue an equipping ministry; ministry trainer; up to 1/2 of congregants are involved, 40-50% (promoter)
7. Pastor raises up a director of equipping ministry; supports with resources; periodically promotes lay involvement, 50-60% (equipper)
8. Pastor highly promotes equipping ministry; training staff how to function as teams; high lay involvement, 60-70% (coach)
9. Pastor reduces his/her "presence", elevating others as true ministers of/to the Body; equipping model is in full operation, 70-80% (multiplier)
10. Pastor invests majority of time equipping leaders; staff are hired for team building skills; over 80-90% ministry involvement (empowerer)

\*Active attendees, not just average weekend attendance

(In order to use this as a guide for the Idea Impact factor in the Church Change Readiness Assessment formula, estimate where your church is now; estimate where you plan to take it; subtract the lesser number from the larger number. If the difference is 1, level 1; 2, level 2; 3-4, level 3; 5-6, level 4; 7-9, level 5)