MEMBERS AS MINISTERS

Michael G. Hamilton
Trans-European Division
WHO IS A MEMBER?

Disciples of Jesus
MEMBERS ARE LAITY

- Lay members did not exist in the time of Christ. Everyone was a lay member.

- In the context of today's definition, he used the ordinary people rather than the scribes and Pharisees.
To involve them he:

- invited them
- gave on-the-job training
- motivated them along the way
- empowered them
- built their confidence
- assigned them (Great Commission)
- allowed for constructive feedback
MEMBERS AS MINISTERS

- Every member wants to minister.
- Being born of the Spirit makes us want to minister - they go hand-in-hand.
- “Ministry” goes with the territory.
MAJORITY INVOLVEMENT

What if the majority of members in church were involved in a major way in ministry and outreach?
“The great outpouring of the Spirit of God, which lightens the whole earth with His glory, will not come until we have an enlightened people, that know by experience what it means to be labourers together with God. When we have entire, whole-hearted consecration to the service of Christ, God will recognise the fact by an outpouring of His Spirit without measure; but this will not be while the largest portion of the church are not labourers together with God”  
(Evangelism, p. 699)
BIGGEST OBSTACLE!

What is the biggest obstacle to member involvement?

Lack of Motivation!
MOTIVATION: A DEFINITION

- Reason or reasons for a particular behaviour
- With reason comes “meaning”
WHAT MOTIVATES MEMBERS?

- **Extrinsic Motivation**: recognition by others, promotions, accolades, etc. (Seeing others achieving success; Rallies)

- **Intrinsic Motivation**: personal values, helping others, one’s understanding of the meaning of life, etc. (Vision of a finished work; Sense of personal responsibility)
Four basic emotional needs:  
(as outlined by Paul R. Lawrence and Nitin Nohria)

1. Need to Acquire.
2. Need to Bond.
3. Need to Comprehend.
4. Need to Defend.
MEMBER MOTIVATION

Four basic emotional needs: (as outlined by Paul R. Lawrence and Nitin Nohria)

Need to Acquire. What are the benefits? How will this improve my standing and status?

Need to Bond. People need to feel belonged and contributing as part of a whole. A sense of pride in the organisation. Encourage a sense of sharing and interdependence. "I need you, and you need me; we need one another." A sense of teamwork and belonging as a motivation for involvement.
**MEMBER MOTIVATION**

**Need to Comprehend.** Members are motivated by ministries that challenge them and enable them to grow and learn. They are a part of the solution to a problem. Members attracted to ministries that utilise and improve their gifts and creativity. Training is welcome.

**Need to Defend.** People are comfortable operating in their areas of comfort and giftedness and when pushed to operate outside creates stress. Thus they try to defend what they are used to. Generating feelings of security and confidence can counteract strong negative emotions like fear and resentment.
Measure one's level of:

1. **Engagement.** Energy, initiative, effort

2. **Satisfaction.** Meeting expectations

3. **Commitment.** Relating to others

4. **Staying Power.** Likelihood of resigning before the job is done.
Motivation demands that all four needs are met simultaneously.
CONFIDENCE MOTIVATES

Confidence is an expectation of a positive outcome. It is not a personality trait; it is an assessment of a situation that sparks motivation.

If you have confidence, you have motivation to put in the effort, to invest the time and resources and to persist in reaching the goal.
BARRIERS TO CONFIDENCE

Rosabeth Moss Kanter suggests 8 barriers to confidence:

1. **Self-defeating Assumptions**. "I am not good enough"; "I am not able to rise to the challenge". Jesus built confidence by assuring his workers of God's willingness to use them. "You are the salt and light". "The Spirit will tell you what to say".

2. **Goals that are too big or too distant**. Small goals must lead to big goals. Small wins lead to big wins and must be celebrated along the way. Jesus sent two by two and they celebrated the small wins.

3. **Declaring victory too soon**. Counting the chickens before they are hatched. Discipline must be gradual and continuous. Jesus said, "do not rejoice that the demons are subject to you, but that your name is written in heaven."
4. **Self-dependence.** (Interdependence is a sign of maturity). We need one another. Jesus built a team who served one another and then sent them two by two. Building others will boost one's own self confidence.

5. **The Blame Game.** Blaming others for short-comings robs one of confidence, but taking responsibility builds confidence. Apostle Paul forgot the things behind and reached for the things ahead. He moved on and took charge of his destiny.

6. **Defensiveness.** Pride and assurance of one's personal giftedness alleviates the need to defend ourselves. Appreciate one's journey and one's strengths.
7. **Neglecting to anticipate setbacks.** Problems and challenges will come. Appropriate risk assessment will prepare us for the inevitable. Jesus warned of hardships and persecution so that his followers were prepared ahead of time. When it arrived they rejoiced.

8. **Over confidence.** Know the difference; arrogance or despair. Don't think of yourself more highly than you ought to. "I can do all things through Christ ...." Humility builds confidence.
The fruit of confidence is a job well done; it is a mission well executed, believing in a positive outcome.