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[EXPONENTIAL.ORG/MORE](https://exponential.org/more)



## INTRODUCTION

The church in the U.S. is the largest and most effective volunteer mobilizer on the planet!

What other organization mobilizes as many people on a daily basis for service? Can you think of just one other organization that even comes close? In fact, if you could add up the next ten largest national organizations that mobilize volunteers, the combined totals would likely pale in comparison to the overall number of volunteers and enlisted hours the local church mobilizes on a weekly basis.

Now, assign a minimum hourly wage rate to those hours, and the church in the U.S. becomes one of the largest economies in the world!

Over the years, many churches have made the shift to gift-based volunteerism. What a big difference that has made. What an important and necessary step forward. So many more people are now serving the programs of the local church in ways that are more fruitful and fulfilling.

Amidst this seemingly prosperous church economy, we are now seeing a surge in churches who are embracing and implementing internal leadership development programs (or pipelines) to help scale the mobilization of volunteers and grow the programs of the church.

Go God! Go God's people!

But, to what end and for what purpose are we doing this? If you're reading this resource, you're probably carrying a discontentedness.

We get it. We've carried the same sense that something just isn't right.





Yet, amidst all the success, we knew and continue to understand there's something about this entire system of mobilization that feels off. We bet you feel it too.

This tension lurks uncomfortably in the background, waiting faithfully for another Sunday to arrive so we can start the process all over again. And, Sundays always come! Each week, you've got dozens if not hundreds of volunteer "slots" that need to be filled to bring the ministry programs of the church alive.

Let's be honest. This can feel disheartening and add to our sense that something is wrong.

If we aren't careful, we experience one of two extremes. Either, we burn out of ministry from its heavy demands, or we slip into a utilitarian approach to mobilization. This is where we see people as a consumable commodity, a means to an end to make our programs run. We admit there have been times when we've instinctively taken this low road. For many of us, it's as if volunteer mobilization is a foundational, physiological and safety need in Maslow's hierarchy of basic personal needs.

### **THE ACRONYM THAT BEST DESCRIBES OUR MOBILIZATION APPROACH IN THESE MOMENTS OF DESPAIR IS "N.A.G."**

**NEED... TO FILL** - "I need to fill this slot before Sunday!"

**ACCOST... A MEMBER** - "I need you to do this for Jesus!"

**GUILT... USED LIBERALLY** - "If you don't, lost people will go to hell!"

Deep down, you know there's a better way, but your current paradigm is holding you captive. Your approach is not optimized to mobilize God's people, God's way!

You've had conversations with devoted volunteers who've checked all the boxes for engagement with your programs. In spite of this, they're also experiencing an underlying uneasiness that is whispering, "There must be something more."



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Together, your discontent and the unease of those you lead, screams out that the church and its people are designed and Made for More. So much more! The pent-up, latent capacity of Christians who've never discovered and engaged their unique purpose on earth represents an unstoppable movement for good. As leaders, it's our responsibility to steward this amazing opportunity! We can experience the blessings of seeing the untapped potential of God's people transformed into active energy.

It's been said that insanity is doing the same things over and over again but hoping for different outcomes. You want to see the latent capacity of God's people released, but you are not sure how to break out of the paradigms and processes that bind you to your past ways.

Good news! Exponential's theme throughout all of 2019 is "Made for More: Mobilizing God's People, God's Way!" We've developed this new resource kit specifically for church staff, elders and teams to be a catalyst for shifting your paradigm and helping you break free from unhealthy mobilization cultures.

You may be wondering, "What is this new way of mobilizing God's people?" It's not actually new. Rather, it is the ancient method of the early church that began a movement and turned the Roman Empire upside down, transforming culture and history as we know it.

Helping you rediscover this forgotten but essential approach for mobilizing God's people, God's way is our motivation for developing this kit.

## **THE UNDERLYING METAPHOR**

You're probably familiar with Home Depot's slogan, "You can do it. We can help." In so doing, Home Depot positions themselves as the resource and training center for millions. The message is clear, "We are here to help YOU accomplish your unique project." That is the essence of this new, but ancient, approach to mobilizing God's people, God's way.

Too often the church functions with a 'we can do it, you can help' approach. Imagine a church that functions with a 'you can do it, how can we help' approach!



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At first, this may seem completely unmanageable and highly chaotic. Ministry leaders often say, “So you’re saying, people just come up with projects; and then, we’re supposed to fund and execute those?” Or, “Now we’ll have dozens or hundreds of new ministries, basically one for every member to promote and recruit to?” Or, “Everyone just abandons the current programs and starts new 501c3s or something?”

Nope, that’s not what we’re talking about. Let’s clarify what the “we can do it” versus “you can do it” approach looks like in the church.

### **“WE CAN DO IT. YOU CAN HELP.”**

#### **PROGRAM-FOCUSED**

Most ministry happens in the programs of the organized church.

#### **VOLUNTEER-CENTRIC**

The programs have mostly predetermined slots that need to be filled by volunteers.

#### **INTERNALLY-DRIVEN**

Operating the internal programs of the church, including Sunday mornings, consumes 90% or more of volunteer hours. This approach fails to tap into the abundant capacity of the collective of God’s people, each equipped with a unique sweet spot of personal calling.

**VS.**

### **“YOU CAN DO IT. WE CAN HELP.”**

#### **“ALL OF LIFE”-FOCUSED**

Most ministry happens where we live, work, study and play.

#### **CALLING-CENTRIC**

Ministry includes all of your life. Everyone has a unique sweet spot of calling that integrates his or her gifts, passions, burdens and God-ordained life experiences.

#### **EXTERNALLY-DRIVEN**

Mobilization is as much about sending as it is about attracting and accumulating.



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The role of the local church, in this approach, is to be the mobilizing home base. This empowers all disciples to discover their personal calling and then deploy them to express the fullness of Jesus into every corner of culture and into every sphere of society.

## **THE UNDERLYING GOAL**

This study aims to help churches move from an operating system characterized by “We can do it. You can help.” to a new way of thinking characterized by “You can do it. We can help.” This transformation in thinking will help you refocus your mobilization strategies. It will position you to find better balance between attracting and accumulating volunteers AND developing and releasing everyday missionaries into everyday mission fields where people live, work and play.

Understand, this is not about throwing out all that is good with your current approach in search of an elusive silver bullet. It’s important to steward and build on the islands of health and strength in which God has blessed you. However, this study will challenge you to rethink your paradigm and consider whether a system reset is needed in your context.

You must discern between revolutionary change OR evolutionary change in your context. Can you simply evolve beyond where you are now to where you need to be, OR do you need a system reset? Are the strategies and behaviors that got you where you are today the same ones that can help you achieve a more balanced approach to the “come and see” and “go and be” priorities of mobilizing God’s people, God’s way?

Our prayer is that this study and the shared experience with your team will be a pivotal milestone or fork in the road in the life of your church. We hope it will guide you through answering some tough questions together and discerning a path forward to a new season and chapter in your church’s life.





## **“WE FEEL YOUR DISCONTENT”**

### **Todd Wilson...**

Before being called into full-time vocational ministry, I was a nuclear engineer for fifteen years. After leaving my secular career, I served for six years as an executive pastor at New Life Christian Church, a multisite, externally focused, aggressive church planting church in the Washington, D.C. area. Currently, New Life’s leadership sends me as an entrepreneurial missionary to promote church planting and multiplication where I get to focus on new initiatives that seek to see multiplication become a normative measure of success in churches throughout the U.S.

I’m passionate about the local church AND about personal calling and seeing the release of the latent capacity embedded in the pews of the U.S. church. I spent five years writing *More: Find Your Personal Calling and Live Life to the Fullest Measure*. In my role as CEO of Exponential, I have the blessing of a front-row seat in serving thousands of networks, denominations and local churches.

### **Rob Wegner...**

I’m currently a teaching pastor at a large church in Kansas City, Westside Family Church, where I also oversee all of our global efforts in church planting and orphan care. Furthermore, I help equip our people to live on mission in their neighborhoods in Kansas City through the development of micro-churches.

Prior to that, I wore many hats: youth, young adults, discipleship, missions, worship and the arts, chair set up expert for mobile church, etc. This was during a 22-year journey with a church plant that started in a movie theater and living rooms and became one of the fastest growing and most influential churches in America through the 1990’s and 2000’s, Granger Community Church near South Bend, Indiana.

In other words, we’ve walked a lot of miles in your shoes. We get the grind. We get the challenges of running the programs of the church. We’ve experienced powerful impact within the prevailing model of mobilization.



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# INTRODUCTION

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## OUR BIBLICAL ROADMAP: SIX ESSENTIAL SHIFTS

Paul's letter to the churches in Ephesus provides our roadmap. We will work through each of the six chapters together. Each chapter highlights a theme element, a critical move, and an essential shift in thinking and behavior to put us on a pathway toward mobilizing God's people, God's way.

### THEME ELEMENTS

- EPHESIANS 1 **MADE FOR MORE**
- EPHESIANS 2 **MADE TO BE MORE**
- EPHESIANS 3 **MADE TO LOVE MORE**
- EPHESIANS 4 **MADE TO DO MORE**
- EPHESIANS 5 **MADE TO GO MORE**
- EPHESIANS 6 **MADE TO WIN MORE**

### CRITICAL MOVES

- EPHESIANS 1 **MYSTERIES: ILLUMINATE THE MYSTERY**
- EPHESIANS 2 **MASTERPIECES: INVESTIGATE THE DESIGN**
- EPHESIANS 3 **MOTIVATIONS: MOTIVATE WITH LOVE**
- EPHESIANS 4 **MISSIONARIES: ORGANIZE FOR FULLNESS**
- EPHESIANS 5 **MISSION FIELDS: ACTIVATE WITH PURPOSE**
- EPHESIANS 6 **METHODS: PREPARE FOR BATTLE**

### ESSENTIAL SHIFTS

- EPHESIANS 1 **FROM MORE EFFORT ... TO MORE JESUS**
- EPHESIANS 2 **FROM MORE VOLUNTEERS ... TO MORE MASTERPIECES**
- EPHESIANS 3 **FROM MORE GUILT ... TO MORE LOVE**
- EPHESIANS 4 **FROM MORE HIERARCHY ... TO MORE MISSIONARIES**
- EPHESIANS 5 **FROM MORE PROGRAMS ... TO MORE MISSION FIELDS**
- EPHESIANS 6 **FROM MORE STRATEGY ... TO MORE SURRENDER**



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# INTRODUCTION

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## THE INVESTMENT

Your investment? This investment as a team will sow the seeds for a change in your church's culture and the trajectory of your impact. The resource kit is FREE and easily customizable to your unique context. We encourage you to schedule this 7-week study to run as a small group with your team, and if possible, your elders and other key leaders. A church-wide campaign, which includes a sermon series and small group kit, will also be available in 2019.

## THE JOURNEY

How does the study work? This entails a combination of pre-meeting preparation by participants and a dynamic, interactive weekly team meeting. The kit is also designed for each staff member, elder and team leader to use the study with their groups. In this way, all the leaders of the church can be aligned on the same paradigm-shifting content so that they can help others own the vision within their unique context.

### 1. Individual Preparation (Individual Time: 75 minutes/week)

Each week before the group discussion, participants should:

- a. Read the lesson from the Made for More study. (15 minutes)
- b. Read the corresponding chapter from Ephesians. (5 minutes)
- c. Watch one or two videos. (30 minutes). The first video is focused on teaching content from Ephesians and the accompanying shift. The second video is a case study of a local church that has embodied that shift with solid results.
- d. Answer personal reflection and assessment questions. (10 minutes)
- e. Read the description of the week's required shift, and reflect on where your church stands on making the shift. (5 minutes)



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## 2. Group Discussion for Seven Weeks covering the Six Moves and an Action Plan (Group Time: 90 minutes/week)

Each week, you will gather with your team for an interactive conversation about one chapter from the book of Ephesians. With each chapter of Ephesians, we will highlight one theme element, one critical move and one essential shift (all listed above). You will maintain an ongoing list of team “aha” moments, significant learnings, conclusions and potential changes.

The aggregation and integration of these elements create the context for an operating system that mobilizes God’s people, God’s way. After working through the six chapters of Ephesians, the closing lesson (*Lesson 7*) focuses on developing a prioritized list of next step actions for your team. This list of WINS (What’s important now) will help your team rally around and take ownership for moving the church forward based on your discoveries in the first six lessons.

### AGENDA FOR WEEKLY MEETINGS

- A Short Introduction of the Theme 5 minutes
- Discussion Questions on the Pre-Meeting Content 10 minutes
- Watch Teaching Video located at [exponential.org/more](http://exponential.org/more) 15 - 25 minutes
- Paradigm Conversation and Discussion Questions 10 minutes
- Perspective and Assessment Conversations 20 minutes
- Key Shift and Potential Changes Conversation 15 minutes
- Prayer 5 minutes

**NOTE:** Lesson 7 is a planning lesson for prioritizing “What’s Important Now” (WINS) and starting the process of putting an action plan in place. This lesson will take more time and may need to be one extended three-hour lesson or several shorter lessons.

**WEEKEND RETREAT OPTION:** You might choose a retreat format/ environment for team members and their spouses for the final planning lesson.

