

1. The Objective:

To teach the Ephesians 4 design of church structure to pastors and to help all of us, as fellow pastors, understand God's architectural design to build His Church.

Growing churches empower leaders to equip the saints and expect every member to function as a minister.

2. The Major Teaching Points:

¹¹ It was He who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, ¹² to prepare God's people for works of service, so that the body of Christ may be built up ¹³ until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

¹⁴ Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. ¹⁵ Instead, speaking the truth in love, we will in all things grow up into Him who is the Head, that is, Christ. ¹⁶ From Him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

Ephesians 4:11-16 (NIV)

God's design for the Church:

- Leaders are equippers. (see Ephesians 4:11-16)
- Members are ministers. (see 1 Peter 2:4)
- No one ministers alone. (see Romans 12)

³ For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you.

⁴ Just as each of us has one body with many members, and these members do not all have the same function, ⁵ so in Christ we who are many form one body, and each member belongs to all the others.

⁶ We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. ⁷ If it is serving, let him serve; if it is teaching, let him teach; ⁸ if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.

⁹ Love must be sincere. Hate what is evil; cling to what is good. ¹⁰ Be devoted to one another in brotherly love. Honor one another above yourselves. ¹¹ Never be lacking in zeal, but keep your spiritual fervor, serving the Lord. ¹² Be joyful in hope, patient in affliction, faithful in prayer. ¹³ Share with God's people who are in need. Practice hospitality.

Romans 12:3-13 (NIV)

- Ministries have to be:

1. Team-structured

(see Romans 12:3-5)

Birthing a ministry team:

- Ask if God has laid this matter on their heart.
- They should pray for the next 7 days asking God to bring a team of 3 or 4 people around them who have the same burden.
- The team should pray and dream what the ministry might look like.
- They should write a one-page summary of the goal of the ministry, how they would go about doing the ministry, and what support they need from the church to empower and encourage their team, although there's no money in the budget or a staff person to dedicate to the ministry.
- The team can then present the summary to the pastor.
- Either nothing will happen or a ministry will be birthed that will not require the pastor to do the ministry.

2. Gift-based

(see Romans 12:6-8)

3. Love-driven

(see Romans 12:9-13)

3. The Research:

Churches that do not equip the saints to do the work of the ministry will almost always stay below two hundred members. It is impossible for a solo pastor to minister to more than about 125 people effectively and usually it is in the area of about 75-80. Major church growth can never happen unless God's design is followed.

4. The Practical Implementation:

- Pastors must change their view of themselves and their congregations' expectations of them. The pastor's perception of this job must change from "I pastor everyone" to "I make sure everyone gets pastored."
- Ministries are born out of gifts when God's design is followed.
- Ongoing training, modeling, and development of lay people are the keys to a successful Ephesians 4 church.

Key Questions:

1. How has your role as the pastor changed in light of God's design for the church?
2. How does your congregation view your role in the church?
3. How can you gently move your congregation to align their expectations with God's?

Resources at our website: LivingontheEdge.org

The Miracle of Life Change– DVD and Study Guide
The High Impact Church – chapter 9