

## Unleashing and Releasing the Latent Talent in our Congregations

Innovation<sup>3</sup> Conference, Dallas, TX Jan 27-28, 2009

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**Russell Rainey**, Fellowship Bible Church, Little Rock, AZ ([www.fbclr.com](http://www.fbclr.com))

As American Christians we are uniquely positioned with not only physical and material resources, but also “people” resources. We have a huge demographic of people in the second half of life.

A fundamental paradigm shift is needed. Church members can no longer come and just sit in the pews and write checks. It’s no longer about hiring professionals to *do* ministry, but to *empower* ministry.

How are we going to help the individual to go and do courageous things that they are highly motivated to do? They must answer two questions for themselves: Is it worth it? Can I do it?

Each person needs to hear and believe the profound words from Home Depot: “You Can Do It!”

Barna’s Book, *Revolution* says the current form of the church is becoming irrelevant.  
“If you don’t like change, you’re going to like irrelevance even less.” Pick your future.

It’s time to take all the latent energy of the empty nesters and seniors and unleash it on the world. Help them revisit the passions of their youth. Now they are in a position to go and make it happen.

**Mark Bankord & Gordy Smith**, Heartland Community Church, Rockford, IL ([www.heartland.cc](http://www.heartland.cc))

Whether you are in the church or the marketplace, you are on God’s A-Team. Doug Sherman’s book: *Your Work Matters to God* redefined our thinking on the topic.

It spoke to people like us who were struggling to balance their worldly success with their faith.

What to do with people who are successful in the world, who are good leaders?  
Scores of marketplace people want to work for God.

*The Big Idea: Deconstruct the Senior Pastor job. Get people in the marketplace on the “A” team.*

When we invite *all* the people to be on the A-Team, then the church is the church.  
It doesn’t mean we don’t have solid theological excellence. But when we feature those elements on the front line, we miss the opportunity to engage the Body in the A-Team.

If we want to invite people from the marketplace onto the A-Team, we need to let them into the whole plan of the church. You don’t have to go to seminary to play on the A-Team.

For instance, one dentist runs the entire care ministry.  
Full-time unpaid staff people, brokers aid the lead pastor.

Lead along the longs of spiritual gifts. Every part of the body is doing its function.

It’s not our job to look at the body and say, “Who can help us do what we want to do?”  
*Rather, we should help every person in the body figure out their part, their role.*

Partnering strong teachers with good leaders from the marketplace—imagine the possibilities!  
There is no position at our church that has a clergy-only label on it.