

The Great Unresolved Problem in the Church

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I. The greatest unresolved problem confronting the church today is unemployment problem.

- A. Vacant-eyed wool gatherers.
- B. Sleepy-headed elbow-leaners.
- C. Cross-legged fingernail checkers.
- D. Left-handed doodlers.

II. Wherever I go the screaming need in the church is for leaders.

A. There are two primary gifts which function in the body of Christ and they are closely related. (Ephesians 4:7 and following)

1. To each and every one of us a grace-gift has been given.

- a) The word for grace (charis) is the same word for gift.
- b) You cannot have gifts functioning without grace; if you do, you have the Corinthian church.

4. The equipping gifts

- a) It was He who gave some. (Ephesians 4:11)
- b) These are given to equip.
- c) Your task is not to do the work of the ministry; it is to equip the saints for their work of ministry, for their building up of the body of Christ.

II. The Problem

A. Three sources of the difficulty

1. In our churches we have a tragic misuse of talent.

- a) New converts: we put them to work and ask them to minister when they have never been ministered to.
- b) Displaced persons: Those who have spiritual gifts but are functioning in the wrong area for their gifts.
 - 1) We have never come to grips with the fact that because you have the gift of teaching does not mean that you can teach at any level.

2. There is a tragic disuse of talent in our churches.

- a) The average church is operated by 15-20 percent of its membership.
- b) God did not give every person a spiritual gift with which to spectate, but with which to function in the body.
- c) We have no right to ask God to give us leadership when we are not developing the leadership He has already given to us.

3. There is a tragic abuse of talent.

- a) Too much is concentrated on too few.
- b) They are usually over worked and under trained.

III. The Solution: How do you overcome the misuse, disuse, and abuse of talent?

A. Overhaul your enlistment program

1. How you enlist a person will always determine how that person serves.

2. Eliminate three things:

- a) Stop announcing publicly the need for workers.
- b) Eliminate all last minute appointments.
- c) Eliminate all pressurized tactics, all arm twisting.

3. Establish a personnel committee

- a) **Plan:** The job of this committee is to match a person with a job.
- b) **Purpose:** The goal is one job or ministry for one individual, throwing everything he/she has into it.
- c) **Procedure:** We do all of our enlistment through appointment basis.

1) The challenge of the job is the first thing throw down.

2) The cultivation of the job. We expect much of you and you may expect much of us. We will equip you for the job.

3) The commitment to the job. We want you to pray. Don't tell us yes until you have told God yes and don't tell us no until you tell God no. (Matthew 9:37-38)

4. Three Characteristics of a good training program.

- a) Training programs must be *realistic*.

- 1) Tell them how (write it down, put it on tape).
- 2) Show them how, modeling.
- 3) Doing phase, do under controlled situation where they can practice without fear of failure.
- 4) Real life situation.

b) Training programs must be *continual*.

c) It needs to be *personal*.

- 1) We must have apprenticeships.
- 2) Treat interns graciously but don't take it easy on them.
- 3) On the job training is still the best kind of training.