

Creating Greater Ownership Among BFG Leaders

This training focuses on the importance of creating ownership among our BFG members. Generally speaking, people place a higher value on those things they contribute to; the same dynamic is true for BFGs. This training's content helps us consider the reasons for why creating ownership is important and how we can practically do that very thing.

The Power of a Simple Question...

Asking the simple question “Would you Help Me?” gives members the opportunity to create ownership within their BFG. When personally asked to help, members are more likely to serve than when simply hearing a broad announcement regarding a need. If we are intentional to personally ask members to serve, we will see a higher percentage of them step into a leadership role.

Moses – The Ownership Creator

The Bible is first and foremost a book about God and His glorious plan of redemption for mankind. Although it is not a leadership book, there are certainly leadership principles that can be found within the biblical narrative. There are many notable leaders within the Bible, and Moses is a great example of a leader who created ownership.



Exodus 18:13-26

Who was it that pointed out Moses' flawed method of leading?

Moses' father-in-law, Jethro, exhibited enough care for the people of God to speak up and instigate an awkward conversation with Moses (v.14). Like Jethro, we must be willing to do things out of our comfort zone for the sake of the people of God. Something as simple as asking for someone's help is all it takes.

What was Moses' reason for poorly leading the Israelites?

Moses allowed the expectations of others to dictate how he led the people of God (v.15-16). He was captive to the service of others, instead of service to God. Similarly, we must seek God's glory and not our own glory or the approval of man.

What were some things Jethro said to Moses?

- "What you are doing is not good" (v.17)
- "You and the people with you will certainly wear yourselves out" (v.18)
- "Look for able men from all the people, men who fear God. Who are trustworthy and hate a bribe, and place such men over the people" (v.21)

What did Moses do in response to these comments from Jethro?

Moses listened to the voice of Jethro and did all that he instructed him to do (v.24). Ultimately, this led to the flourishing of the people where only the hard cases were brought to Moses. Smaller matters were handled by the leaders that Moses had appointed from among the people (v.26). Elevating others into leadership was crucial for Israel. It's also crucial for churches. Expanding leadership between the roles of teacher and director is important as we create greater buy-in among members.

The Bible isn't a textbook on leadership; however, there are biblically derived principles that can be learned from Exodus 18.

Why is Creating Greater Ownership Important?

Every member possesses a varying degree of ownership within their BFG, regardless if that member holds an official leadership role or not. For example, if a member expressed concern about a newly implemented change, that action indicates a level of ownership. Member ownership is important to the health of a BFG, and below are a few reasons why.

Greater ownership promotes greater health

- People invest their lives in places where they are involved. The reverse of this is also true. People will not be involved in a place where they have no investment.
- The health of our BFGs is limited when only a few are invested. BFGs cannot flourish, spiritually or numerically, if only those with official titles are invested.
- An invested, involved fringe member is an anomaly. The terms “invested” and “fringe” are essentially opposed to one another.

Greater ownership cultivates leadership development

- When you ask BFG members for their help, you are creating opportunities for growth. That growth can take on several forms – spiritual growth, leadership growth, as well as numerical growth.
- Creating new BFGs is important to maintaining a healthy BFG ministry. Therefore, creating opportunities to serve helps in preparing members to lead new BFGs.
- Unknown spiritual giftings and talents may also be discovered as opportunities are presented to members.

Greater ownership safeguards against disunity

- BFG members who are invested in their group are generally satisfied members.
- Feeling like your voice isn't heard can be a recipe for disaster. Thus, ensuring BFG members feel heard and are given opportunities to exercise ownership is vital to preserving unity.
- Ownership can also help members gain a greater perspective of the ministry, which fosters understanding.

How do you Practically Create Greater Ownership?

Understanding the “why” behind the importance of creating ownership is important, but we also need to consider the “how”. Here are six ways in which we can practically create ownership in our BFGs:

Fill vacant leadership roles first

Although this is easier said than done, this is the best place to start in creating ownership among BFG members. When you have a vacant leadership role, this is the most natural place to ask someone to serve when you ask them, “Would you help me?”

Create custom leadership roles for the needs of your BFG

- Increasing the number of leadership roles means an increase in the percentage of members serving. This dynamic should lead to greater BFG health.
- Creating additional leadership positions is encouraged if it aids in helping the BFG promote its core values of truth and community.

Equip others to be the & "Next Man Up"

- Leaders should view their leadership role as a gift to steward for a season and to be passed on to another.
- God may very well be preparing someone to take your leadership position in the near future.
- Keep your eye to the future and take steps to prepare for it by not only focusing on fulfilling your duties, but by asking another member to help you with a particular task related to your leadership position.

Engage new members in ministry opportunities

Seek to bring new BFG members into positions of service as soon as possible. This means identifying which BFG roles are entry-level and which are not.

Vocalize the leadership needs of your BFG

Your BFG needs to know that there are positions of leadership needs. Without letting your BFG know of the need, how can they help fill those gaps?

Habitually celebrate leadership

Create concrete plans to encourage leaders on a regular basis. Additionally, plan out what feedback and encouragement looks like to those who step up to help when you call on them.