

DOMINION INTERNATIONAL MINISTRIES

2026 Leadership Retreat

“Building a Ministry Where People are Becoming and Being Transformed”

Part I

Introduction:

In Ephesians 4:11-12, God gave the church a mandate to equip the saints. The church was never meant to use people to build the ministry. God gave the church to build people. In Matthew 16:18, the Lord said He would build His church. Using people to build the vision quietly breaks discipleship. If we're not careful, we can slowly drift into thinking people are the vehicle that carries the ministry forward. From the outside it can look like momentum. But if we're not careful, disciples quietly become labor. So, we must ask ourselves, are we forming disciples or organizing workers? Let's look at a few points to clarify these statements.

I. People are not the Vehicle for the Vision – They are the Vision

We can begin measuring success by how many people get behind the direction of the ministry. But when that becomes the focus, something subtle shifts in our leadership. People stop being souls and start becoming resources, when God is our resource. Matthew 4:19 says, ***“Follow me and I will make you fishers of men.”*** Jesus never gathered people to accomplish His plans. He formed them

until they could carry the Kingdom themselves. Think – are we building a ministry or building and equipping people?

I. A Full Calendar Does Not Mean Discipleship is Happening

We can run excellent systems, fill volunteer teams, and keep the church moving forward while people quietly remain spiritually shallow. We'll multiply programs and improve systems, but the people are unchanged. The mission Jesus gave us was never to run impressive ministries. It was to form disciples. Are our systems forming people or exhausting them? (Read Matthew 28:19)

I. Workers and Supporters Are Not The Goal. Disciples Are!

We can't just train people to support the vision and not train them how to discover the calling placed on their lives. People usually wait for leadership, wait for direction, and wait for permission. But Jesus never gathered passive supporters. Healthy leaders raise people who carry vision. Are we gathering supporters, or are we building leaders? (Read John 15:16)

I. Jesus Did Not Build a Volunteer System

Jesus built disciples! Volunteers help accomplish tasks. Disciples carry responsibility for the Kingdom. Jesus invested deeply in a few people because He knew formed people would eventually form others. First the 12 were with Him, then they were sent. Who are we intentionally forming right now? (Read Mark 3:14)

Remember people are not the vehicle for the vision, they are the vision!

