

DOMINION INTERNATIONAL MINISTRIES

2026 Leadership Retreat

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

Part II

Introduction:

A church can feel alive, loud, and full and still be shallow at its core. Energy can be high, rooms can be packed, and people can be engaged, but none of that guarantees spiritual depth. Movement and momentum can make it feel like something meaningful is happening, when in reality people are just staying busy. Momentum is not Maturity! So, we can celebrate momentum while ignoring the lack of transformation underneath it. If the only growing is momentum, then we are building something that will not last! (Read Matthew 7:24)

Let's look at these points.

I. Consistency is not Transformation

People can show up every week, serve regularly, and stay committed to the rhythm of church, and still not be changing. Consistency can make someone look faithful while their inner life remains untouched. We have build systems that reward showing up, not actually becoming different! If

following Jesus is not producing change, we are not making disciples; we are managing attendance! (Read Matthew 4:19)

II. Information is not Discipleship

People can hear strong teaching, take notes, understand scripture, and still never obey what they are learning. Knowledge can increase while obedience stays the same. We have created environments where people are constantly exposed to truth but rarely required to apply it. Over time this produces people who know what to say but do not know how to live. If truth is not practiced, it is not forming anyone to become. (Read James 1:22)

III. Structure is not Strength

Our systems can be clean, teams can be organized, and our services can be run with excellence, and everything can still be fragile underneath. Structure can create stability on the surface while hiding dependency at the core. If everything works because you as the servant leader are present and holding it together, then what we built is not strong, it's dependent. If it cannot function without the senior leader, it was never built to multiply. (Read 2 Timothy 2:2)

IV. Serving is not Surrender

People can serve on teams, show up early, stay late, and carry responsibility in the church, and still not be surrendered to Jesus! Activity in the church can easily replace actual devotion to God! Today many churches have built a culture where people are faithful to serving but not faithful in

their private life with God. They know how to show up publicly, but they do not know how to follow Jesus personally. If people are only strong in the system, they will be weak outside of it. (Read Mark 3:14)

V. Growth Can Hide What is Missing

We can keep building, expanding, and moving forward, and never address what is actually lacking underneath. Growth can cover gaps in formation, depth, and real discipleship. But eventually, what is hidden will be exposed. What looks strong on the outside will be tested, and if people have not been formed, it will not hold or sustain itself! If there is no real fruit, growth does not mean anything. (Read Matthew 7:17)