



UNTAPPED CHURCH WORKSHOP

UNLEASHING THE CHURCH'S HIDDEN POTENTIAL



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UNTAPPED FOUNDATIONS

Available but not used.



THE UNTAPPED POTENTIAL SITTING ALL AROUND US

UNTAPPED = _____ but not _____.

VOLUNTEER LEADERSHIP CULTURE

A culture in which high-capacity volunteers, and not just paid staff, are entrusted with the responsibility of LEADING LEADERS.

THE HARVEST WAS NEVER THE PROBLEM

What church leaders say they need most

The Research

01

The age math.

02

Leadership development.

03

Volunteerism.

04

Where do your gifts get noticed?

We have a problem, but it's not the one we think.

**The church isn't short on
LEADERS**

**The church is short on
LEADER-MAKERS**

THE HARVEST WAS NEVER THE PROBLEM

MATTHEW 9:35-38

And Jesus went throughout all the cities and villages, teaching in their synagogues and proclaiming the gospel of the kingdom and healing every disease and every affliction. When he saw the crowds, he had compassion for them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, “The harvest is plentiful, but the laborers are few; therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest.”

- 1 | Jesus is doing the ministry himself.**
- 2 | The diagnosis, and it's a leadership diagnosis.**
... sheep without a shepherd.
- 3 | The image that unlocks the scene.**
... the laborers are few
- 4 | The verb is violent.**
... send out laborers into his harvest
- 5 | The unfortunate chapter break.**

MATTHEW 10:1

And he called to him his twelve disciples and gave them authority over unclean spirits, to cast them out, and to heal every disease and every affliction.

THE ANSWER IS ALREADY IN THE ROOM

**My hope is that you would be
compelled to give away ONE KEY.**

One POSITION. One NAME. One CONVERSATION.

FOUNDATIONS

RECLAIMING A THEOLOGY OF CHURCH STAFFING

What if the church has gotten staffing all wrong? And what if we have the perfect opportunity to get it right?

- 1. The church functions as a _____ not a _____.**
1 CORINTHIANS 12:4-7
- 2. Church members are _____ not _____.**
1 PETER 2:9
- 3. Church leaders are _____ not _____.**
EPHESIANS 4:11-12

BARRIER DIAGNOSTIC

WHAT'S HOLDING YOU BACK?

Check the two or three that most describe your own hesitation about recruiting high-capacity volunteers.

☐ **The ENERGY Barrier**

“It's too much work to train and develop someone.”

I'm already overwhelmed, and training feels like more work, not less.

☐ **The CONTROL Barrier**

“I don't trust they'll do it as well as I would.”

I have specific standards and I worry about maintaining quality.

☐ **The ROLE Barrier**

“This role is too important for a volunteer.”

Some positions require ordained clergy or paid staff.

☐ **The OBLIVION Barrier**

“I don't know how to structure this.”

I've never seen volunteer leadership done well.

☐ **The CONVENIENCE Barrier**

“I'm hesitant to change my schedule.”

Accommodating volunteers means evenings and weekends.

☐ **The REPUTATION Barrier**

“What if they mess up?”

Public failure could damage my reputation and the church's credibility.

☐ **The COMMITMENT Barrier**

“They might quit when things get difficult.”

Volunteers don't have skin in the game the way paid staff do.

☐ **The GUILT Barrier**

“I don't want to burden them.”

It feels wrong to ask people with full-time jobs for twenty hours.

☐ **The TRADITION Barrier**

“We've never done it that way before.”

Our congregation expects paid staff to handle certain roles.

☐ **The INSECURITY Barrier**

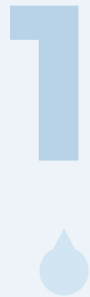
“What if they become better than me?”

Empowering someone who excels might threaten my job security.

PRAYER

MOVE ONE

TAKE INVENTORY OF YOUR CURRENT MOMENT



ACTS 6:1-2

...a complaint by the Hellenists arose against the Hebrews because their widows were being neglected in the daily distribution. And the twelve summoned the full number of the disciples...

They were increasing in number. And a complaint arose. The church's sticking point became a decision point.

THE CHURCH AT A CROSSROADS

AVOID THE COMMON PITFALLS

Check the one you're most tempted by.

- ☐ **Have the paid staff do _____.**

"We'll just add it to somebody's job description."

- ☐ **TREAD WATER until we can hire more staff.**

"Once we get the right person on staff."

- ☐ **Blame the CONGREGATION.**

"Don't they see all the other good work we're doing?"

- ☐ **COMPLAIN and make _____.**

"We're in a difficult part of the country. Hard soil. It's not about numbers."

- ☐ _____ **UP.**

"You know what, that's the last straw. I'm out of here."

ACTS 6:2-5

And the twelve summoned the full number of the disciples and said, “It is not right that we should give up preaching the word of God to serve tables. Therefore, brothers, pick out from among you seven men of good repute, full of the Spirit and of wisdom, whom we will appoint to this duty. But we will devote ourselves to prayer and to the ministry of the word.” And what they said pleased the whole gathering.

3 INVENTORIES

Church leaders need to be C.I.O.'s — Chief _____ Officers.

We have a lot of roles. This one might be the most important.

1

MINISTRY INVENTORY

What are our growth and health engines?

TOOL: **The Wildcatter's Survey**

2

PERSONAL INVENTORY

Where are my core contributions?

TOOL: **Open Chairs**

3

PEOPLE INVENTORY

Who are our high-capacity leaders?

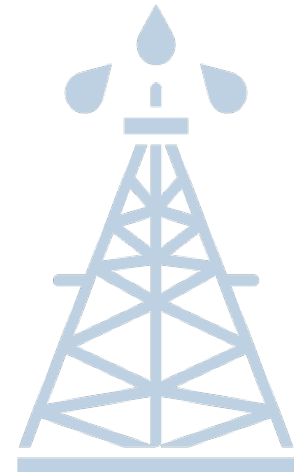
TOOL: **The Ready Room**

1

INVENTORY ONE

MINISTRY INVENTORY

What are our growth and health engines?



The opposite of asking “what is holding you back” is asking “what will

?”

What are those things that, if you gave them some love and good leadership, would bring disproportionate results? It might not be growth that's needed. Maybe health. Maybe efficiency.

Often, it's one of three decisions:

1.

2.

3.

THE WILDCATTER'S SURVEY

THREE PLACES TO DRILL

SHALLOW WELL

An existing ministry that works but has **PLATEAU** because no one owns **GROWING** it.

WILDCAT

A ministry that doesn't **EXIST** yet, but should, because there's a real **NEED** nobody is meeting.

CHOKE POINT

A broken or missing **PROCESS** that lets people fall through the cracks between one step and the next.

EXERCISE

THE WILDCATTER'S SURVEY

Exercise deliverable: Identify one drill target that could supercharge growth or health.

STEP 1 • SOLO SURVEY

If you were gone tomorrow and your replacement took over your area, what would they start, stop, or change in their first thirty days? What would be obvious to them with outside eyes that isn't obvious to you because you're too close?

SHALLOW WELLS

What already exists but needs immediate improvement?

WILDCATS

What is a new initiative that would bring disproportionate results?

CHOKE POINTS

Where is a system or process broken in your area that could multiply results if it was fixed?

STEP 2 • CIRCLE ONE

Look at everything in front of you and circle your top three. What would move the needle most, toward growth or toward health, in your department?

STEP 3 • THE DRILL TEST

PRESSURE-TEST YOUR IDEA

Thirty seconds to put your ideas on the table. Then the group goes to work on them.

1

What actually makes it a shallow well, a wildcat, or a choke point?

2

If this were well-led, twelve months from now, how would our ministry look different?

3

Honestly, what has kept us from doing this?

STEP 4 • THE IMPACT / EFFORT GRID

PICK YOUR #1 WELL

Plot your top ideas.

Place them honestly on the Impact / Effort grid.

Number them.

Prioritize quick wins. If nothing landed there, take a major bet and shrink it until it does.

Run the gate.

Could someone outside this room own it? If not, it isn't Well #1 yet.

LOW
EFFORT

HIGH
EFFORT

NICE TO HAVE <i>Puddle</i>	QUICK WIN <i>Gusher</i>
TIME WASTERS <i>Dry Hole</i>	MAJOR BET <i>Deep Well</i>

LOW IMPACT

HIGH IMPACT

YOUR #1 WELL

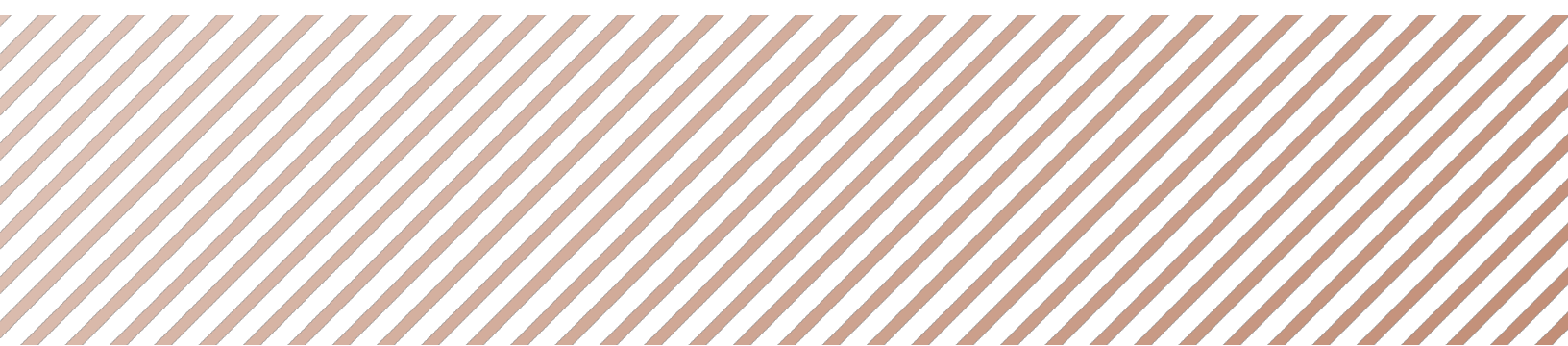
MY DRILL TARGET

WHAT IT IS (ONE SENTENCE)

TYPE Shallow Well / Wildcat / Choke Point (circle one)

IF THIS WERE HEALTHY IN TWELVE MONTHS...

WHO COULD OWN THIS

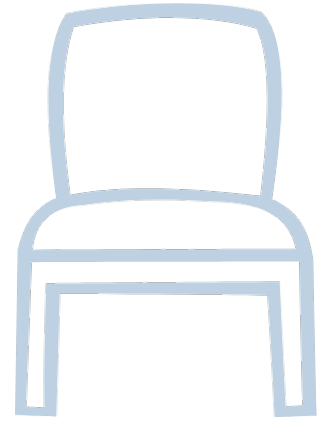


2

INVENTORY TWO

PERSONAL INVENTORY

Where are my core contributions?



*You have to know what you must keep before
you can name what you're willing to give away.*

Otherwise, you keep all of it.

ACTS 6:2, 4

It is not right that we should give up preaching the word of God to serve tables... But we will devote ourselves to prayer and to the ministry of the word.

EXERCISE

OPEN CHAIRS

Exercise deliverable: Open one chair from your current role for a high-capacity leader.

ROUND 1 • WHAT ONLY YOU DO

Write down what you hear. Do not deflect.

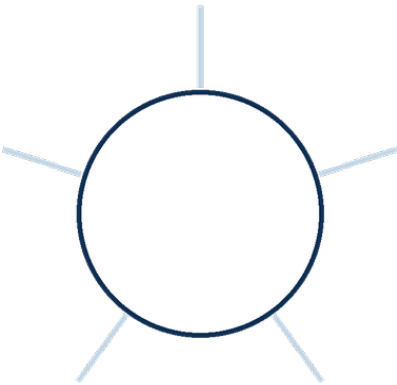
- What does [] do better than anybody on this team?
- What part of their job seems to make them come alive?
- What would we most miss if they weren't on the team?

ROUND 2 • NAME YOUR CORE CONTRIBUTION

One sentence in the center.

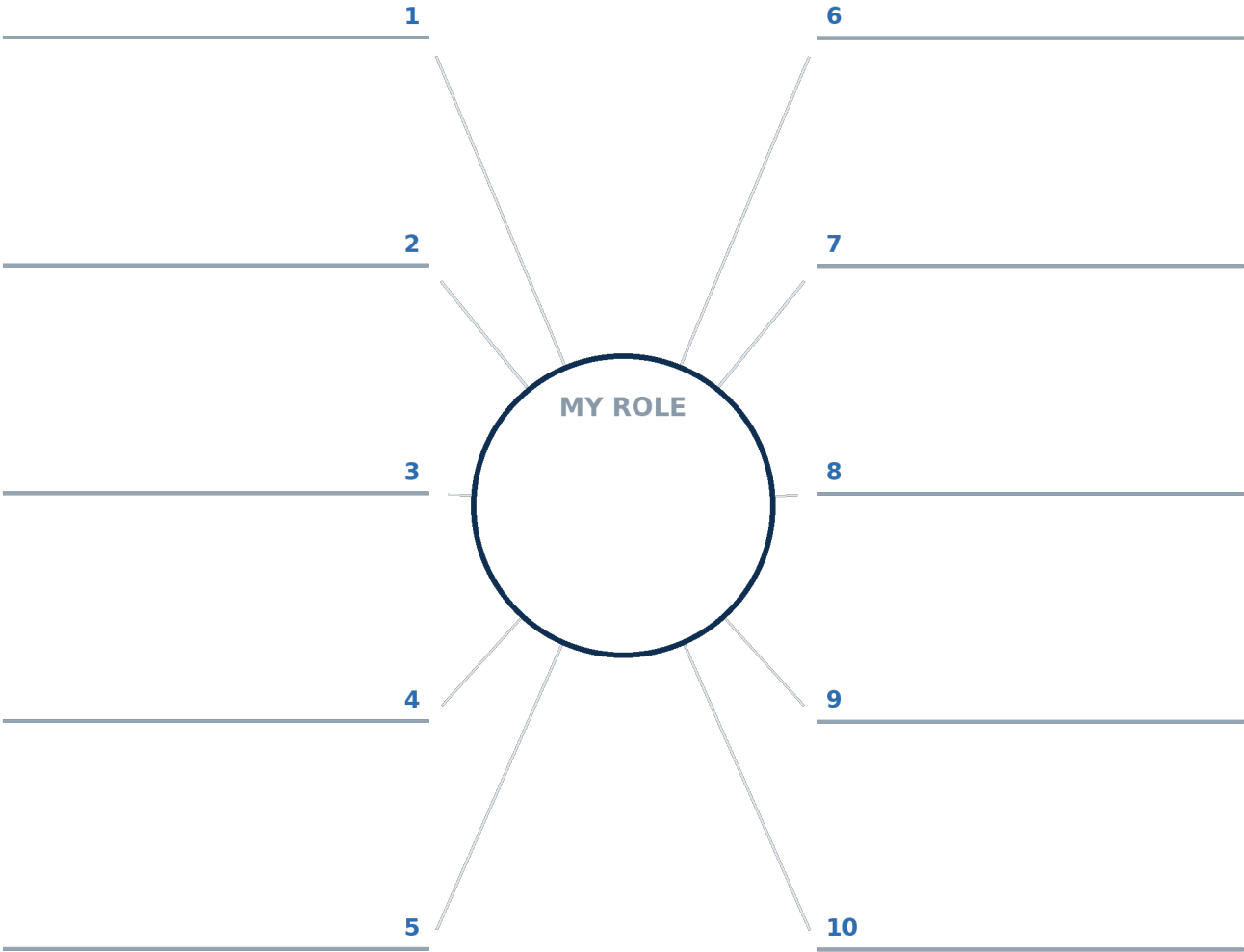
ROUND 3 • NAME YOUR KEY ROLES

No more than five. Draw a spoke for each one. Roles are **nouns**.



ROUND 4 • PICK ONE ROLE and BREAK IT INTO COMPONENTS

Roles are **nouns**. Components are **verbs**. Every line starts with a verb. Get to at least eight.



ROUND 6 • NAME WHAT YOU'RE WILLING TO HAND OFF

THE COMPONENT I COULD HAND OFF IS

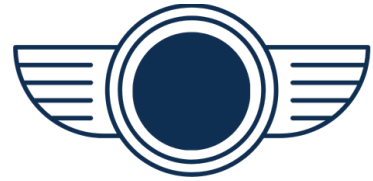
THE PERSON I COULD HAND IT TO IS

3

INVENTORY THREE

PEOPLE INVENTORY

Who are our high-capacity leaders?



ACTS 6:3

Therefore, brothers, pick out from among you seven men of good repute, full of the Spirit and of wisdom, whom we will appoint to this duty...

Think _____ first and not _____.

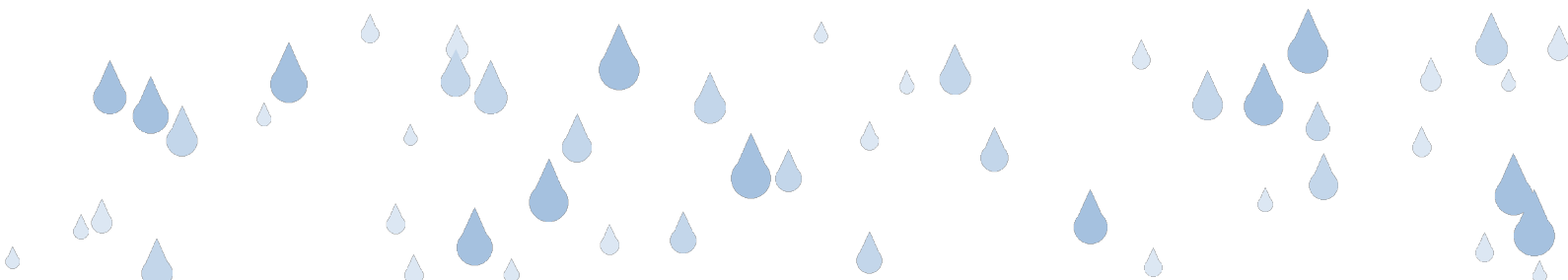
Figure out what you are looking for in your _____.

OUR BEST CANDIDATES:

- ☐ Faithful and Fruitful.
- ☐ People are already following.
- ☐ Creating bright spots.
- ☐ Busy.
- ☐ Some control over schedule.

There are people in your church who are Untapped

_____ but not _____.



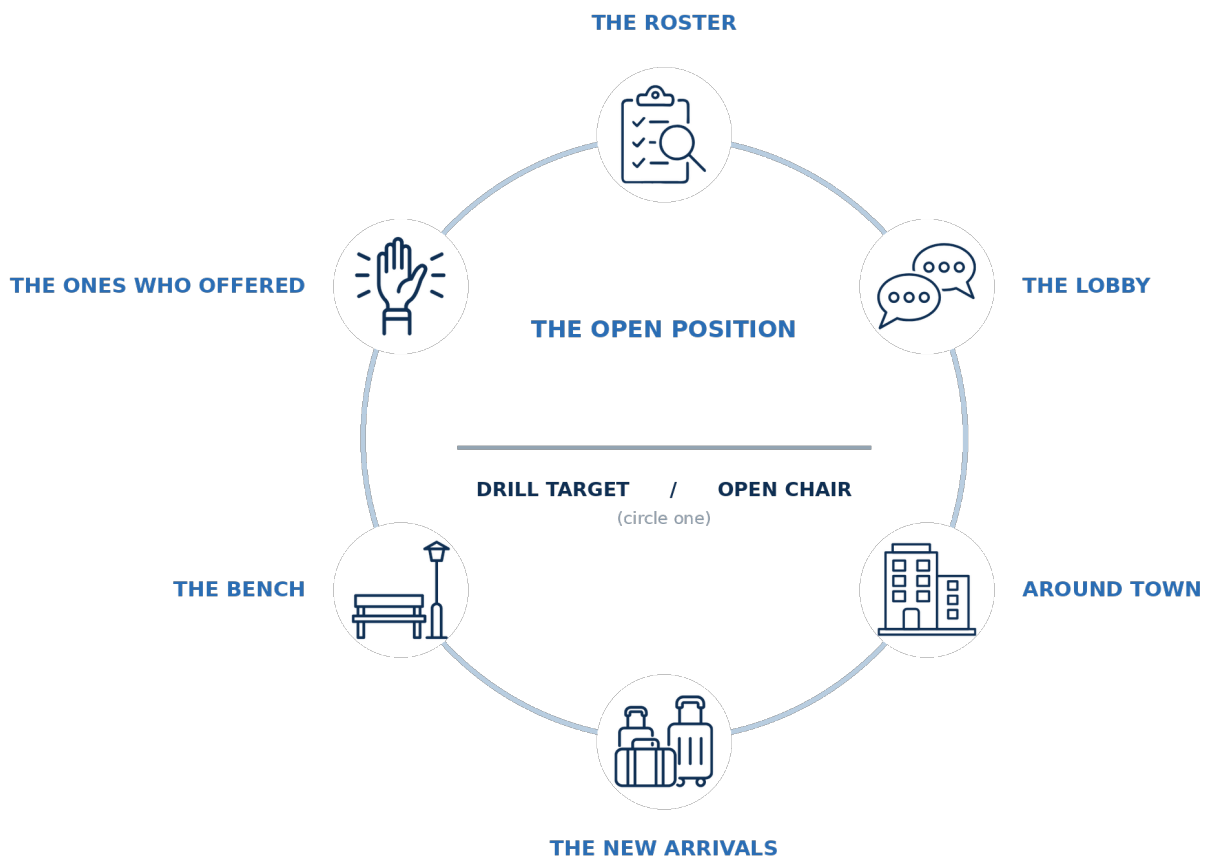
EXERCISE

THE READY ROOM

Exercise deliverable: One name to call this week.

THE CIRCLE WALK

Write your ministry area in the center. Then fill the space around each stop with names. Names only. Don't evaluate.



CIRCLE THREE. The three with the most upside.

THE FILTER

Go to your three circled names and put any of these letters beside them.

L

ALREADY LEADING

A company, a team, a classroom,
a household, a group. Just not in
the church.

F

FREE TO LEAD

They control their own schedule.
Business owners, retired folks,
teachers and coaches, stay-at-
home parents, fully remote.

B

BUILT TO LEAD THIS

The skills match so cleanly it's
almost embarrassing you haven't
asked.

THE THREE INVENTORIES

ONE POSITION. ONE NAME.



THE OPEN POSITION

From your drill target or your open chair.



THE NAME

From your Ready Room.

Drill Target OR Open Chair

MOVE TWO

ESTABLISH A VOLUNTEER-FRIENDLY CULTURE



*Putting unpaid volunteers into leadership roles
requires culture shifts.*

Culture is a combination of what we _____ and what we _____.

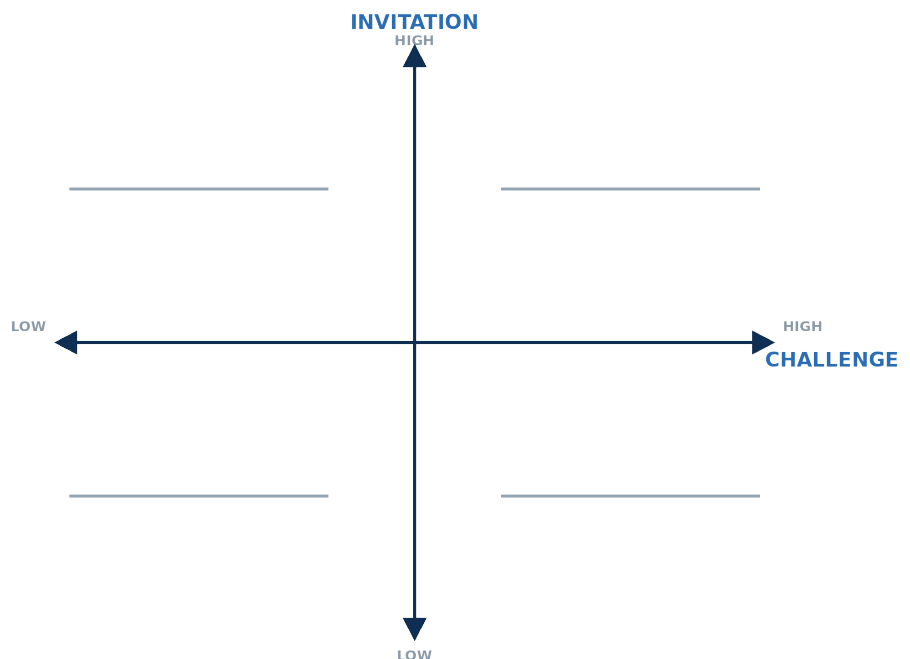
ASSESS YOUR CULTURE

THE INVITATION / CHALLENGE MATRIX

PLOT YOURSELF

Put a dot for where you are now, and a star for where you want to be in six months.

1. Evaluate yourself and your leadership tendencies.
2. Evaluate your team culture.



MOVE TWO

VOLUNTEER CULTURE HACKS

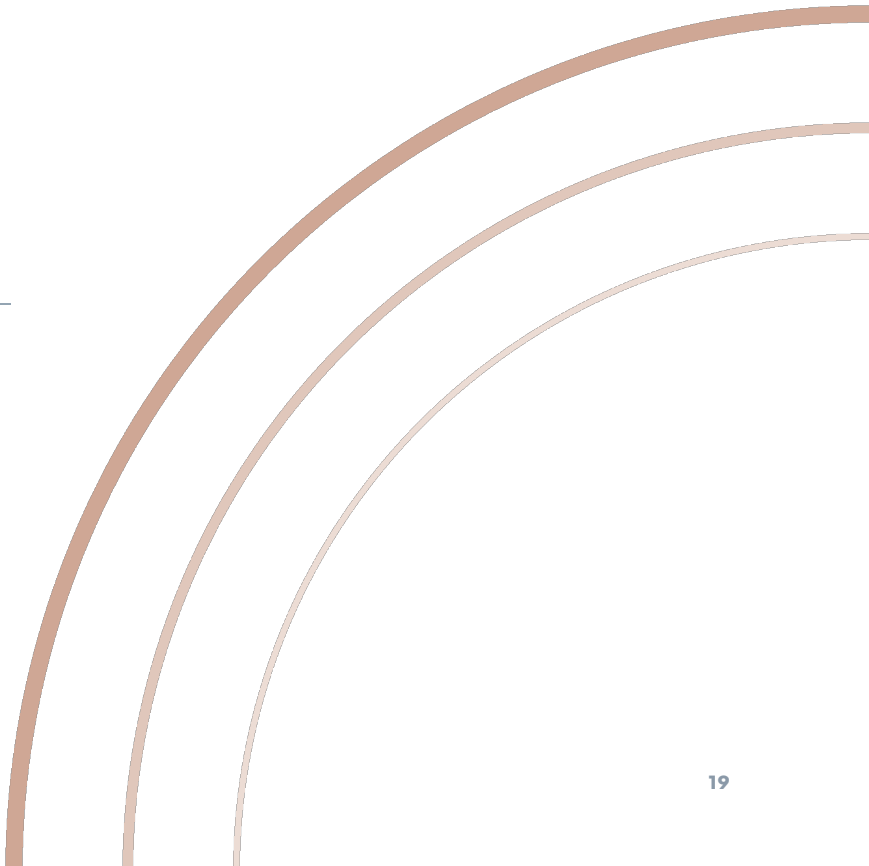
1. Create common **LANGUAGE** and talk about it all the time.

2. Make your Volunteer Leaders the **HEROES** of the church.

3. Transition to a volunteer-friendly **SCHEDULE**.

4. Erase the line between **PAID** and **UNPAID**.

5. Be creative in your **THANKING**.



MOVE THREE

RECRUIT STRATEGICALLY

Invite great people in the right way.

ACTS 6:5-6

And what they said pleased the whole gathering, and they chose Stephen, a man full of faith and of the Holy Spirit, and Philip, and Prochorus, and Nicanor, and Timon, and Parmenas, and Nicolaus, a proselyte of Antioch...

3



THE ART OF THE ASK

1. Make the “ask” a _____.

Personal sit-down. Not from the stage, not an email, not a text.

2. _____ leaders

respond to personal invitation.

Look them in the eye and tell them they'd be perfect.

3. Provide a simple

_____.
The role in one sentence. Two or three bullets. Who they report to, hours per week.

4. Be _____.

Estimate the hours honestly. Fuzziness in expectations up front becomes dysfunction later.

ROLE PLAY

A RECRUITMENT CONVERSATION

Watch for the four. Then we'll reflect on the approach.

OBSERVATIONS

MOVE THREE

AVOID THE RECRUITMENT TRAPS

Check the one you're most tempted to fall into.

☐ **Saying “no” for them**

“She's so busy. I'd hate to bother her.” So you never ask.

☐ **Soft sell**

“It won't take much time. You could probably squeeze it in.”

☐ **Guilt trip**

“Do you know what I've given up for this ministry?”

☐ **Victim**

“I'm drowning. If somebody doesn't step up, this whole thing sinks.”

☐ **Cattle call**

“We'll take anybody with a pulse.”

DISCUSS

Which recruitment trap are you most tempted to fall into? Why?

MOVE FOUR

AUTHORIZE AND DEVELOP THEM

Authorize and develop your volunteer leaders.

ACTS 6:6

These they set before the apostles, and they prayed and laid their hands on them.



FIRST

GIVE THEM AUTHORITY

The thing volunteer leaders struggle with most is the _____ to lead.

“Delegating tasks creates followers. Delegating authority creates leaders.”

CRAIG GROESCHEL

THEN

DO THE HARD WORK OF PEOPLE DEVELOPMENT

THE SHARING LEADERSHIP CONTINUUM

1.

2.

3.

4.

“I’ll take care of it myself.”

“It’s your problem now.”

“Here’s the goal. Let’s stay in touch.”

“Let’s work on growing through this experience.”

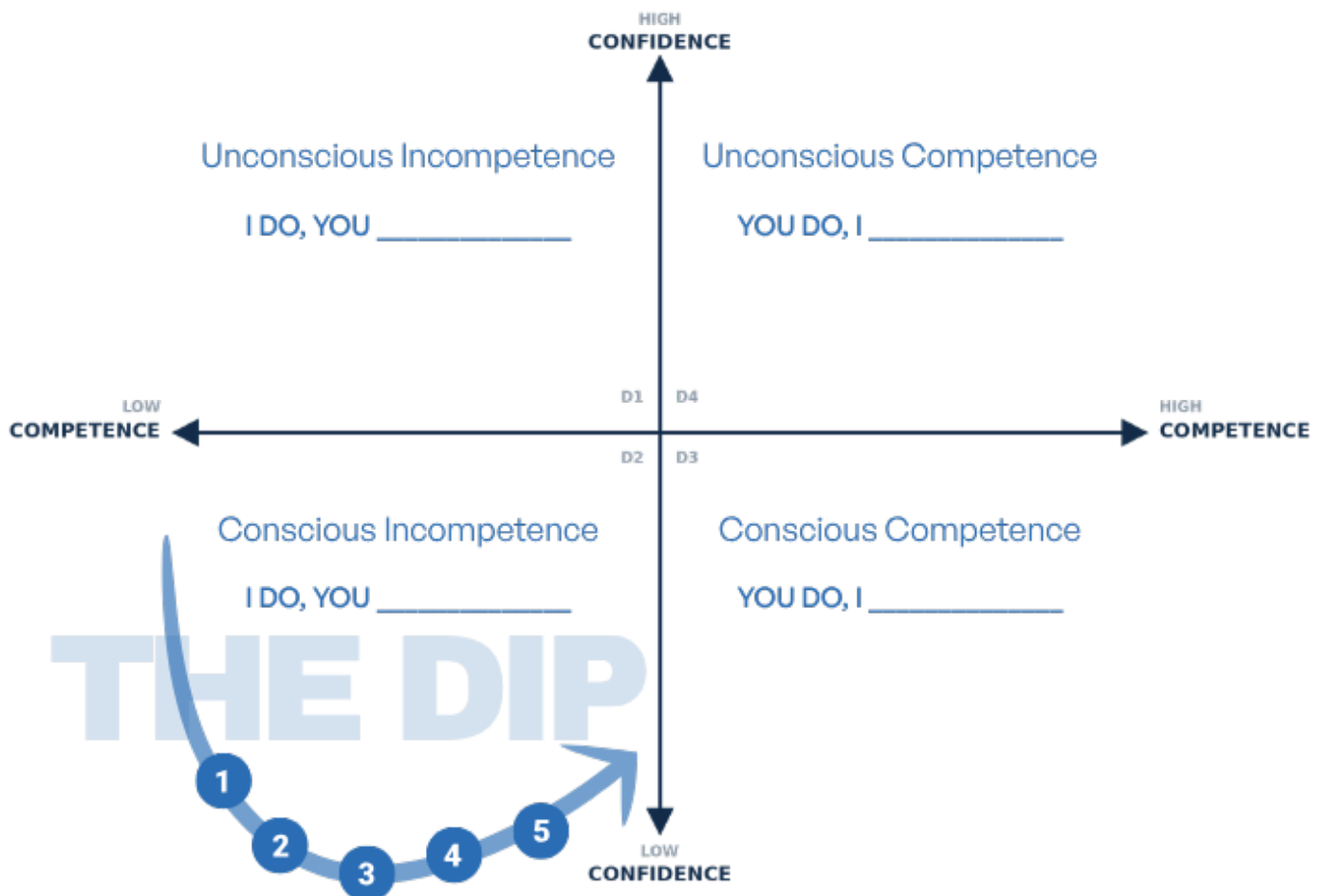
DESTRUCTIVE

CONSTRUCTIVE



MOVE FOUR

DEVELOPMENT THROUGH THE DIP



5 SURPRISINGLY SIMPLE PRACTICES

Developing Volunteers through the DIP

1

INTENTIONAL ENCOURAGEMENT

FROM “Good job.” →

TO “Here's what I see God doing in you.”

2

CATALYTIC QUESTIONS

FROM “Let me tell you what to do.” →

TO “Let me help you discover what God is up to.”

3

ON-TIME TRAINING

FROM “Here's everything you'll ever need to know.” →

TO “Here's exactly what you need right now.”

4

STRATEGIC ASSIGNMENTS

FROM “Who can do this task.” →

TO “What does this person need, and what would stretch them?”

5

CANDID FEEDBACK

FROM “I don't want to hurt your feelings.” →

TO “I care enough to help you grow.”

Put a ★ where you're strongest.
Put an ✕ next to what's hardest.

THE RESULT

WHAT HAPPENED NEXT

ACTS 6:7

And the word of God continued to increase, and the number of the disciples multiplied greatly in Jerusalem.

WHAT HAPPENED

The word of God **INCREASED**.

More ministry was happening.

Church **HEALTH** was restored.

The strain that threatened to keep the church stuck was relieved

The number of disciples **MULTIPLIED**.

WHY IT HAPPENED

The church's leaders stayed crystal clear on their **CORE CONTRIBUTION**.

And they gave major **RESPONSIBILITY** and **AUTHORITY** to the non-apostolic ordinary Christians, to lead the ministry.

MY PRAYER FOR DISCOVERY CHURCH

That the ministry engine would be ignited and the number of disciples would multiply greatly, because you made the same decision.

YOUR PLAN

GIVE AWAY ONE KEY

One position. One name. One conversation.

1. THE OPEN POSITION

What are you handing off? Look back at your drill target and your open chair.

2. THE NAME

Who's it going to? Look back at your Ready Room.

What do you see in them that makes you think they'd be great at it?

3. THE ASK

- ☐ **Make it a big deal. A personal sit-down, not a text.**
- ☐ **Tell them why you thought of them.**
- ☐ **Bring a simple job description.**
- ☐ **Be honest about the commitment and the team culture.**

4. AUTHORIZE AND DEVELOP

How will you hand over real authority, and how will you treat them like staff?

Ideas: a title, business cards, a church email address, a spot on the staff list, public commissioning, early visible wins.

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