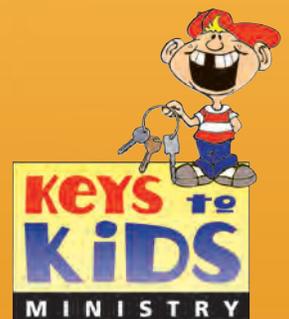


# 4 Calling All Volunteers



# Calling All Volunteers



## **Volunteers**

The definition of volunteer is “a person who freely enlists for service” and its synonym is altruism, “unselfish concern for the welfare of others.” A children’s ministry volunteer is a person who freely enlists for ministry with unselfish concern for the welfare of children.

The Church has always relied on volunteers to fulfill its mission and carry out the work of ministry: from the New Testament church’s Priscilla and Aquila through centuries filled with men and women devoted to carrying out ministry with concern only for the lost to today’s Michelle Rice and Johnny Andrews. It is our privilege to minister alongside people who give so freely of themselves.

Titus 1:7-9 gives us a glimpse of the Bible’s definition of a good volunteer: “Since an overseer is entrusted with God’s work, he must be blameless – not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy, and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.”

**What does this Scripture tell us about workers in ministry?**

**They must:**

## **BE BLAMELESS** -

Pure, without sin or corruption – filled with the attributes of righteousness available only through a relationship with Jesus Christ. Paul says in Titus:

Not overbearing  
Not quick-tempered  
Not given to drunkenness  
Not violent  
Not pursuing dishonest gain  
Hospitable  
Loves what is good  
Self controlled  
Upright  
Holy  
Disciplined

“And this is my prayer that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless until the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ.”

(Philippians 1:9-11)

# blameless



“Let us hold unwaveringly to the hope we profess, for he who promised is faithful.”

(Hebrews 10:23)

## **HOLD FIRMLY TO THE MESSAGE –**

We must never sway from the message of the cross and salvation through Jesus Christ alone – His miraculous birth, death, and resurrection all done on our behalf. There are many things that demand our time, grab our attention, and peak our interest, things we may consider important to teach and share with our students. But there is only one message that we must hold firmly to and never allow our grasp to loosen. Everything else will fade away but this one thing will remain.

## **ENCOURAGE AND REFUTE:**

Preparation is vital to be able to encourage and refute. Our kids are bombarded with diverse messages in this day of tolerance and relative truth. We must encourage them in the faith and the beliefs of the faith and be prepared to counter false belief and lies.

Children's ministry needs volunteers to help all children know God and His love, and to teach them to live a life of discipleship. Godly volunteers – blameless, who hold firmly to The Message, and are prepared to encourage and refute.

In the following pages we will discuss three key components of volunteer ministry: recruiting the right people, equipping them well, and retaining them for the duration.

“Preach the Word; be prepared in season and out of season; correct, rebuke and encourage – with great patience and careful instruction.”

(2 Timothy 4:2)

### Recruit people with:

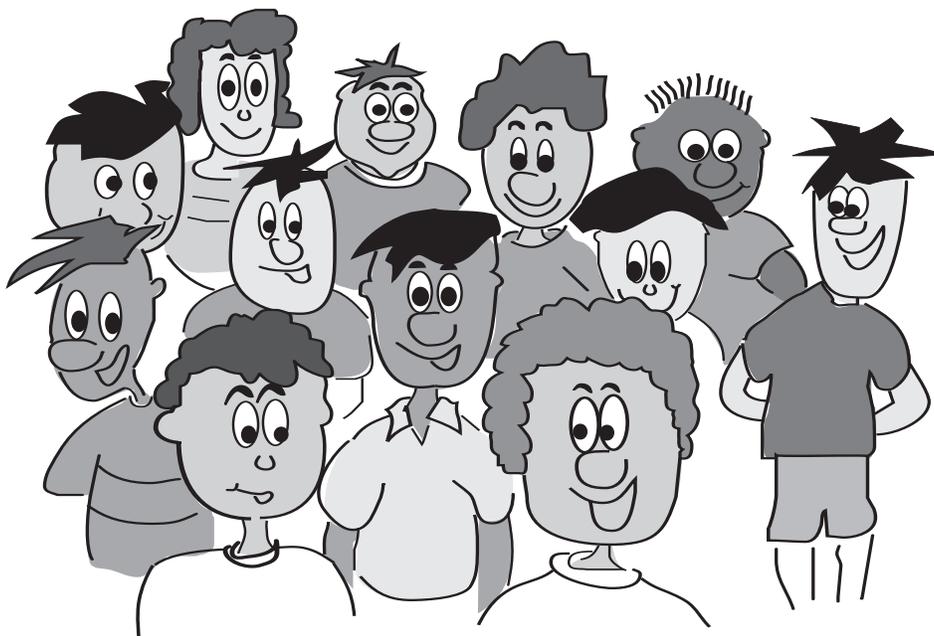
- 🔑 passion
- 🔑 giftedness
- 🔑 spiritual maturity

### Equip them by:

- 🔑 providing clear guidelines and expectations
- 🔑 quality curriculum and sufficient resources
- 🔑 continued training and development

### Retain them as a valuable member of your team:

- 🔑 say thank you
- 🔑 show them their value
- 🔑 supply lots of reasons to stay



# RECRUIT

The number one question asked is **how to recruit** volunteers – it seems there is a never ending shortage. It's the same formula for everything you do in children's ministry –

## Pray –

-  Ownership: It is His harvest and not something of our own making. We are privileged participants in His work. "Therefore pray the Lord of the harvest to send out laborers into His harvest." (v. 38)
-  Concern: He cares deeply for the children in your care. "When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd." (v. 36)
-  Knowledge: He knows you're working short staffed. In His own words He says it: "The harvest truly is plentiful, but the laborers are few." (v. 37)
-  Command: He gives one simple direction – "pray"

"The harvest truly is plentiful, but the laborers are few. Therefore pray the Lord of the harvest to send out laborers into His harvest."  
 (Matthew 9:37-38)

Everything we do in ministry must begin with prayer. Prayer acknowledges His ownership, His concern, His knowledge, and our need for Him.

### Plan –

Paul's charge to Timothy – "But you, keep your head in all situations, endure hardship, do the work of an evangelist, discharge all the duties of your ministry." (2 Timothy 4:5)

"The plans of the diligent  
lead to profit as surely as  
haste leads to poverty."

(Prov. 21:5)

-  Look ahead to what will be happening in your Children's Ministry. What will the culture be like, what will the community's needs be, what students will be in the ministry?
-  Chart a course for where the ministry is going and what new programs you see the ministry running. Write down where the ministry is today, where it will be next year, and where you feel God will lead it in five years.
-  Make a map for how you're going to get there. What tools do you need to acquire, what space is needed, what kind of volunteers will it take?
-  Define the need. Put in writing the exact ministry needs you will have to have volunteers fill in order to get from here to there. Know what you are looking for before you go looking: the job description, accountability requirement, and time commitment.
-  Develop a strategy for making contact. Choose multiple ways to communicate the need and understand that face to face conversations work best.



**Persevere –**

“...and let us run with perseverance the race marked out for us.” (Hebrews 12:1b)

Perseverance requires a stick-to-it-ness that can become old, boring, and hard. We must rely on God’s assistance and never forget the prize.

- 🔑 People responded well last year - do it again
- 🔑 You have plenty of volunteers for now – keep recruiting anyway
- 🔑 You can’t find the one thing they’ll respond to – keep trying
- 🔑 You never seem to have enough, one joins and two resign – keep asking

“Perseverance must finish its work so that you may be mature and complete, not lacking anything.” (James 1:4)

Recruiting **NEVER** ends – it is a constant requirement in leadership



## WHO DO YOU RECRUIT?

### People with:

#### Passion –

People who live their life with and for the Lord. Passion is not something you can instill. Only God can instill passion, but you can inspire the passion that's already there.

What does passion look like?

 The unselfish concern for the welfare of others (children). For no personal benefit, they will serve. For no reward, they will give. They can't help themselves – to be true to the person God created them to be, they have to serve.

People don't always know they possess this passion. It is sometimes up to you to help discover it and give them a glimpse. To recognize uncovered passion in others requires:

-  You to possess the passion yourself. You can't see it if you don't know what it looks like.
-  An investment of time spent with potential volunteers.
-  Opportunities for potential volunteers to observe and assist without long-term commitment but as a trial run.

Look for Godly people with God's heart for ministry, specifically children's ministry.

"The Lord is my light and my salvation – whom shall I fear? The Lord is the stronghold of my life – of whom shall I be afraid? One thing I ask of the Lord, this is what I seek: that I may dwell in the house of the Lord all the days of my life, to gaze upon the beauty of the Lord and to seek him in his temple."

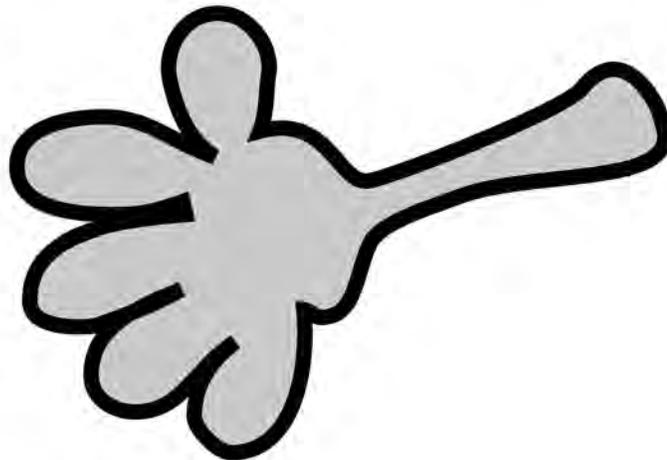
(Psalm 27:1,4)

### **Giftedness –**

It takes many different parts doing all kinds of different jobs to keep the body functioning. So too with children's ministry. There are all kinds of different jobs that need done to keep the ministry running smoothly and effectively. The goal is to not ask an ear to do a hand's job but to find a hand to do it. Your church is filled with many gifted people. You need to match their gifts to the needed positions. When we use our God-given gift to fill a role, it's easy and enjoyable. When we try to do something we're not gifted for, it's painful and frustrating. Look for volunteers that possess the needed giftedness.

“Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others.

We have different gifts, according to the grace given us.” (Romans 12:5-6)



### **Spiritual Maturity –**

“Behold, children are a heritage from the Lord, the fruit of the womb is His reward.”  
(Psalm 127:3)

Children’s ministry is a serious calling and priceless. It should not be left to the new converts, immature, and weak. It is a ministry that requires maturity,

steadfastness, and an understanding of

what’s at stake. “And whoever causes one of these little ones who believe in Me to stumble, it would be better for him if a millstone were hung around his neck, and he were thrown into the sea.” (Mark 9:42)

Understand the enormity of this ministry – “Given the trends indicating that your spiritual condition by the age of 13 is a strong predictor of your spiritual profile as an adult, it seems clear that a deep and robust spiritual life demands intentional and strategic spiritual nurturing during the early childhood and adolescent years.” (George Barna)

Look for men and women fully devoted to Christ who have a spiritual maturity worthy of the calling of children’s ministry.

Our time is too short and the need is too great – we need passionate, gifted, spiritually mature individuals willing to give unselfishly of themselves to His children.

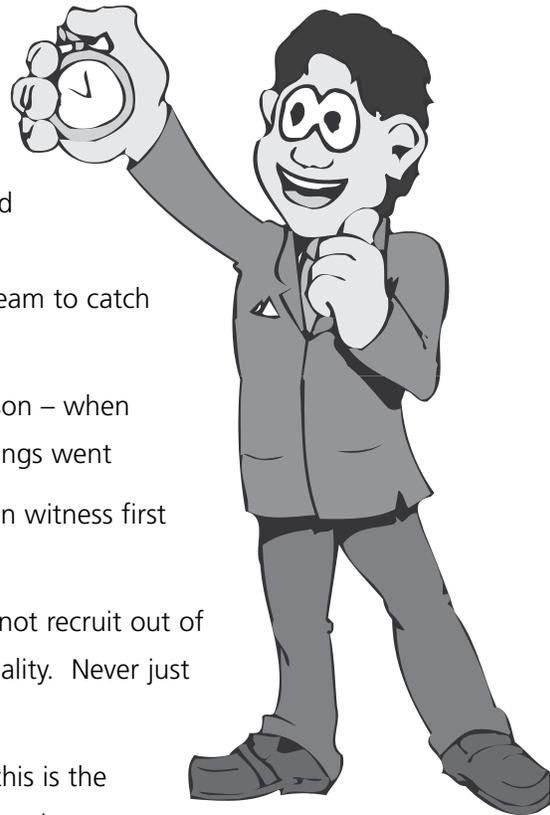
“Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly.”

(James 3:1)

## WHEN DO YOU RECRUIT?

You are never done recruiting. It becomes part of your leadership routine. There are always new programs to start, new seasons coming, new families joining your fellowship, and areas of need to fill.

-  Before you start a program – build a team to catch the vision for the new ministry
-  After the program is done for the season – when everyone is excited about how well things went
-  During the program – when people can witness first hand the joy of service
-  When you are in need – be careful to not recruit out of desperation and settle for less than quality. Never just fill a spot – better to leave it empty
-  When you are comfortably covered – this is the best time to recruit, when there is no panic or pressure



## WHERE DO YOU LOOK?



Finding volunteers takes a concerted effort – proactive approach. Generally speaking, they won't come seeking you (although it is amazing when they do). We tend to look like we have everything under control and are handling things just fine which makes people think we don't need their help. So we need to be prepared to go to them. Go where?

- 🔑 Parents – they have the biggest motivation to see children's ministry do well
- 🔑 New Members – they are looking for a place to connect
- 🔑 Retired Members – Godly grandparent models
- 🔑 Adult Sunday school class – these people understand the value of discipleship
- 🔑 Morning Worship – the need expressed from the pulpit
- 🔑 Church board – leaders at this level understand the value of ministry done well
- 🔑 Pastoral staff – gives them an appreciation for children's ministry and a better view of its value
- 🔑 Teens – need to feel valued and have a place to serve
- 🔑 College students - great summer help
- 🔑 Friends and acquaintances – get your volunteers to help you find more volunteers. If they are excited about serving, they'll want to bring along their friends

**When do you recruit?**

***All the time***

**Where do you look?**

***Everywhere***



- Y N Before you recruit, do you pray?
- Y N Do you understand this is the Lord's ministry?
- Y N Do you plan your recruiting strategy?
- Y N Have you looked ahead to see what you will be needing volunteers for?
- Y N Have you defined the need?
- Y N Do you have a contact strategy?
- Y N Do you persevere – recruiting constantly and through obstacles?
- Y N Do you recruit people with passion?
- Y N Do you match people's giftedness with the need/position?
- Y N Are the children's ministry volunteers spiritually mature?
- Y N Do you recruit without ceasing?
- Y N Do you use various ways to reach and contact potential volunteers?
- Y N Are you open to teen volunteers?
- Y N Do you ask parents to volunteer?
- Y N Is the pastoral staff behind your recruitment plan?
- Y N Do you make serving flexible and fun?
- Y N Do you encourage observers?

## DISCOVER YOUR SPIRITUAL GIFTS: A PERSONAL METHOD

The following exercise provides opportunity for you to respond to 180 statements about your interest in, and experience of, spiritual gifts. Respond on the basis of your interest, passion, and your experience, rather than what you think you ought to say. Don't let modesty hinder you from answering honestly about your abilities. If a question is not relevant to your experience, then answer it by marking "0" in the proper place. Five (5) is the proper way to record a strongly favorable response.

Rate yourself on the following scale from zero to five:

- 0 The question is not relevant to my experience, or I have no response, or I have a negative response.
- 1 Only a slight response
- 2 Little Response
- 3 Medium or moderate response
- 4 Greater than average response
- 5 Strong response

When you have completed the response sheet, add the scores in each horizontal line.

For example, for line "A" you will add up the responses to statements 1, 19, 37, 55, 73, 91, 109, 127, 145, and 163. Put your added line totals in the right-hand column marked "Total."

Your total score for each horizontal line will suggest your interest, ability or passion under each category. Of course this evaluation is from your own personal perspective; however, your own assessments constitute an important part of discovering your spiritual gifts. Generally speaking, if you score over 30-35 on one particular gift, you are encouraged to pray about the way God has gifted you in this area for His sake. Also, pray that God will continue to develop in you the gifts He has blessed your life with. It might be of interest to know that no doubt all Christians are gifted by God, and many Christians find they will score 30-35 in several areas.

## THE SPIRITUAL GIFTS INVENTORY

1. I can adapt to different lifestyles in order to establish a Christian witness among foreign people.
2. I enjoy showing others how the Bible speaks to their current situation.
3. I enjoy leading others to Jesus Christ.
4. I like to spend myself in order to help others grow as Christians.
5. I tend to see how Christian truths relate to each other as a whole.
6. At times I have a strong desire to meet the practical needs of others.
7. People often seek me out for counsel and guidance.
8. I receive joy when I can give money for the work of Christ.
9. I find fulfillment in working with others to minister to people who need help.
10. I am especially drawn to those who are suffering mental or physical anguish.
11. God often leads me to pray for the total healing of others in body, mind, and spirit.
12. God has inspired my prayers so that impossible things have been accomplished.
13. Sometimes God gives me insight as to the proper course of action that others ought to take.
14. I have had times when I became aware of a situation or an event quite apart from any outside communication.
15. Sometimes others have told me that I have great faith.
16. I can easily detect spiritual truth or spiritual error.
17. I enjoy working in the background if I can help others.
18. I work well under pressure and in the mist of activity. I can get to the heart of a matter and take decisive action.

19. I could feel good in taking the gospel to a pagan tribe.
20. I will not compromise the truth even when I am criticized for being stubborn or hardheaded.
21. I find it easy to invite persons to commit themselves to Christ.
22. At times I feel led to go to a straying Christian and help him/her onto the Way.
23. I feel that God has some sort of teaching ministry for me.
24. I enjoy serving others so that they, in turn, may perform their ministries.
25. Others tell me that I am a good counselor.
26. I believe that God has given me the ability both to make and to share money.
27. If no structured organization exists, I am willing to step forward and assume responsibility for leadership.
28. I think God wants me especially to minister to those in distress.
29. Some have told me they think I have the gift of healing.
30. I believe that God can miraculously alter circumstances if we pray.
31. God enables me to see the proper application of Christian truth to specific circumstances.
32. When in casual conversation with another I have become aware of a deep need within that person which he was careful to hide.
33. I can easily see God's hand at work in the present.
34. I can detect spiritual phoniness before others can.
35. I enjoy assisting others so as to free them for their own ministries.
36. I can recognize talents and gifts in others and also help them to find ways of using their abilities.
37. I would enjoy learning a new language in order to pioneer a new church overseas.
38. I like to tell others about God's judgment for wrongdoing and of His gracious promises to those who turn to Him.

39. I like to bear public witness to what Christ has done for me.
40. I tend to be patient with Christians who are making slow progress in the Christian life.
41. I prefer to read profound Christian truth rather than Christian biography.
42. I tend to be one of the first ones to notice the practical needs of others.
43. When encouraging another or giving advice, I am concerned about how that person reacts to my efforts to help.
44. I like to give money anonymously.
45. I feel that I can see the whole picture and help direct others in making their best contributions to Christian projects.
46. I enjoy rendering practical aid to those who have gotten themselves into trouble.
47. I often pray for others that their pain will be removed.
48. More than once I have prayed and persons have been healed although medical doctors said a cure was impossible.
49. I seem to be able to apply God's truth to concrete situations.
50. Sometimes I think I can see a situation almost as God sees it.
51. I often see a direct connection between God's promises to His ancient people and His faithfulness today.
52. I have often had an insight that a particular book or message is inspired by God.
53. In the church I prefer such ministries as ushering, typing, filing, cleaning, and helping in any way I can.
54. I can inspire others to use their gifts in God's service.
55. I often think that I may be called to take the Gospel to a completely uncharted area.
56. I can easily see ways that the Bible relates to current social needs.
57. After sharing the Gospel I like to ask people for a personal decision for Christ.

58. I feel a responsibility to nurture others in Christian discipleship.
59. I find joy in harmonizing and arranging Biblical teaching.
60. I don't mind serving others even if I am needed to perform menial tasks.
61. I can identify with the faltering in such a way as to encourage them to renew their hope and their commitments.
62. I strongly feel that some Christians should give considerably more than their tithe.
63. Sometimes God helps me to organize people and resources in order to meet needs.
64. Sometimes I sense when others are hurting inside.
65. I often feel impressed to pray for those who are ill.
66. I find that God is most apt to intervene when the situation looks most hopeless.
67. Other Christians seek my advice when they are uncertain of their direction.
68. At times I have suddenly realized certain options for the church, which others did not perceive.
69. I find it easy to trust God even when the faith of others falters.
70. God has often enabled me to encourage others to accept a truly Biblical teaching.
71. I like to relieve others of everyday tasks so that they can do important ministries.
72. People often look to me for guidance in organizing and managing.
73. I am excited about the idea of learning a new culture so as to take the Gospel to other lands.
74. I feel that God often anoints my public speaking.
75. I would rather evangelize than teach.
76. I want to know and to understand those I am serving.
77. I enjoy preparing and giving an orderly presentation of some portion of Scripture.
78. I often recognize ways I can minister to others indirectly, without speaking or teaching.

79. I enjoy helping others work out detailed steps for becoming better Christians.
80. Sometimes I feel led to give money for specific ministries outside my local church.
81. Usually I would rather help solve practical problems of everyday life than to teach or to preach.
82. God uses me to console those suffering from depression or discouragement.
83. I sometimes have faith to pray for God's direct intervention in physical illness.
84. Sometimes when I pray God miraculously changes circumstances.
85. On some occasions God has helped me bring illumination to other Christians when they have been confused about what course to take.
86. I have had the experience of knowing something even though no one told me.
87. I seldom have difficulty believing God will help people if they trust Him.
88. I can sometimes detect good in other Christian traditions even when others are slow to recognize it.
89. I would rather keep records for a class than to teach the class.
90. As a leader I can easily delegate authority to others.
91. I am intrigued with the idea of moving into the midst of a subculture and learning their ways so as to win them for Christ.
92. I find it relatively easy to suffer ridicule for sticking to God's word.
93. I tend to conclude my vocal witness for Christ with an appeal for others to become Christians.
94. I enjoy teaching and guiding a group of Christians.
95. I think it is important to use words accurately and pronounce them properly.
96. I don't mind helping others even if they do not deserve or if they take advantage of me.
97. I like to encourage and counsel with those who are spiritually or emotionally unstable.

98. I view the giving to meet material needs as my special ministry.
99. I receive fulfillment in tapping community resources so as to organize a ministry to those in need.
100. I like to work with those who are neglected by others.
101. I have prayed for people and they have been healed.
102. Through prayer God has miraculously intervened in my life
103. I can see the several sides of an issue and sense which way God is leading a group.
104. God has given me the direct knowledge of some fact before it was known to others.
105. I can see the hand of God working in times of seeming tragedy.
106. God has used me to warn others of the danger of a certain teaching.
107. I often see small details that need attention before others do.
108. I am willing to make decisions even at the risk of being misunderstood by others.
109. I think that I could be effective in beginning a new church where no church exists.
110. People have often told me that they find my public address inspiring.
111. I am troubled when non-Christians are not given an invitation to accept Christ at the end of a worship service.
112. I enjoy having the responsibility for discipline of a group of Christians.
113. I prefer hearing or reading scriptural teaching rather than personal testimonies.
114. I think one of my spiritual gifts is to serve others by helping relieve their material and physical burdens.
115. I like to help others as long as they respond, but when they become disinterested or reject me, I move on to another task.
116. God seems to have enabled me to make money, and I love to give liberally to His causes.
117. I enjoy working with others to minister in practical ways.

118. I like to visit prisons, homes for the elderly, and other institutions in order to minister, and offer comfort and hope.
119. I often have a strong sense that God wants to heal someone.
120. God has worked spectacular miracles in my life.
121. Others tell me that I show maturity in offering advice about spiritual matters.
122. I have had the experience of talking with another person for only a short time and understanding what his/her real problem was.
123. I can trust God to bring victory to those who seem to have lost faith.
124. I can often sense when a speaker is true to the Bible.
125. I enjoy helping out with little details.
126. I can organize church resources for an effective ministry of social concern.
127. I would enjoy the challenge of a pioneer missionary assignment.
128. I find it easy to apply Biblical promises to human situations.
129. I feel natural leading up to an appeal for others to receive Christ as Savior.
130. I feel that I am responsible to help protect weak Christians from influences that would undermine their faith.
131. I get troubled when I hear or read a radiant testimony when it contains some false teaching or unsound advice.
132. I enjoy working in the background if I can meet practical needs of others.
133. I can challenge others without condemning them.
134. I frequently feel led to give money to certain Christian enterprises.
135. I don't mind calling on those to help me in a worthy Christian project.
136. I feel compassion for the undeserving.
137. I rarely hesitate to pray that the sick will be made well.

138. I believe that if we trusted God more than we presently do we might see miracles today such as those that occurred in the Book of Acts.
139. In a group when faced with the request for my opinion about the future direction to be taken, I have been inspired by God to give sound counsel.
140. I have surprised others by telling them something about themselves they have not revealed to me.
141. I enjoy applying God's promises to seemingly impossible situations.
142. I can identify elements of truth or of error when I hear or read the teachings of others.
143. Some times key church leaders talk to me about their needs and their problems.
144. I can lead a committee in making decisions.
145. I feel that, if needed, I would have many spiritual gifts that would equip me to minister in a first generation Christian congregation.
146. I do not mind speaking the truth even at the risk of confronting those in places of authority.
147. I enjoy going where non-Christians congregate in order to win them for Christ.
148. I feel very strongly that a Christian congregation should be unified.
149. I like to deduce Biblical principles from my study and then share them with others.
150. Frequently my ministry consists of watching for unmet needs and then quietly meeting those needs.
151. People will take correction from me because they know I am on their side.
152. Occasionally I sense that some appeals for money are not worthy appeals.
153. God enables me to develop plans that will assist others to fulfill a ministry of helping.
154. Sometimes I feel so compassionate for others that I fail to confront them with the truth even if they need it.
155. Through prayer God sometimes helps me to impart physical healing to others.

156. The Holy Spirit sometimes works immediately to change situations when I pray in faith.
157. God uses me to bring clarity to others when they are uncertain about what to do.
158. Sometimes I have become aware of something that happened to another person that caused him or her to act as he or she did.
159. Through prayer I can tap into God's power on behalf of others.
160. I have detected an element of pride and self-glory in the ministries of some speakers that are highly acclaimed by many others.
161. I enjoy helping others so that they in turn can perform ministries that I cannot do.
162. I can lead others in matters of planning and in deploying the abilities of others.
163. I feel relaxed and confident even when I am standing alone for Christ in a hostile, non-Christian environment.
164. I enjoy applying Biblical principles to the present day.
165. I think God has given me or wants to give me the gift of evangelism.
166. I am interested in the details of the lives of others so that I can help them grow as Christ's disciples.
167. I want to know the authoritative basis before I accept any statement as valid.
168. I enjoy serving others physically or materially in order to make their burdens lighter.
169. I seem to have the ability to call forth the best that is in others.
170. When I give to Christian ministries it is important to me that my decision to give be confirmed by my spouse or by other Christians I respect.
171. Other Christians have called me a natural-born leader.
172. I can cheerfully spend time with those who need someone to listen to them.
173. I like to pray for those who are physically and emotionally ill.
174. I have been God's instrument to effect supernatural changes in circumstances or lives.

175. At times God gives me wisdom beyond my natural abilities.
176. Often God has helped me focus in on a problem even though others were not aware there was a problem.
177. I enjoy spending long periods of time in prayer in behalf of others.
178. I sense when teachers are prompted by the Holy Spirit.
179. I prefer to receive no public thanks for the little things I do to help others.
180. I can see the total picture easier than some others, and I can use my insights to give guidance.

## Spiritual Gifts Key

### Spiritual Gifts Key

- A** Apostleship – to lead and inspire through teaching of true doctrine
- B** Prophecy – to interpret and apply God’s revelation in a given situation
- C** Evangelism – to share the Gospel to unbelievers in such a way that they are saved
- D** Shepherding- to assume responsibility for the spiritual welfare of a group of believers
- E** Teaching – to communicate the truths of God’s Word so others can learn
- F** Serving – to identify unmet needs of people and meet those needs
- G** Exhortation – to stand beside fellow Christians in need and bring comfort, counsel and encouragement
- H** Giving - – to offer material blessings for the work of the church willingly, cheerfully, and liberally
- I** Giving Aid – to use hands and minds to build up the Kingdom
- J** Compassion – to feel exceptional empathy and mercy for others
- K** Healing – ability to restore health to the sick
- L** Working Miracles – to believe that miraculous things can occur
- M** Wisdom – an understanding of God’s will and work as it relates to living life
- N** Knowledge – to understand in an exceptional way the great truths of God’s work and to make them relevant to specific situations
- O** Faith- extraordinary confidence in God’s promises, power, and presence
- P** Discernment – to know with assurance whether some behavior is of God or of Satan
- Q** Helps – to willingly bear the burdens of others and assist them to do their tasks well
- R** Administration – to understand the goals of the Church’s ministry and to direct that area effectively

\*Used by permission from Dr. Jim Dunn, Brown’s Chapel Wesleyan Church



### Spiritual Gifts Inventory

Response Sheet

										Totals
1. ___	19. ___	37. ___	55. ___	73. ___	91. ___	109. ___	127. ___	145. ___	163. ___	A ___
2. ___	20. ___	38. ___	56. ___	74. ___	92. ___	110. ___	128. ___	146. ___	164. ___	B ___
3. ___	21. ___	39. ___	57. ___	75. ___	93. ___	111. ___	129. ___	147. ___	165. ___	C ___
4. ___	22. ___	40. ___	58. ___	76. ___	94. ___	112. ___	130. ___	148. ___	166. ___	D ___
5. ___	23. ___	41. ___	59. ___	77. ___	95. ___	113. ___	131. ___	149. ___	167. ___	E ___
6. ___	24. ___	42. ___	60. ___	78. ___	96. ___	114. ___	132. ___	150. ___	168. ___	F ___
7. ___	25. ___	43. ___	61. ___	79. ___	97. ___	115. ___	133. ___	151. ___	169. ___	G ___
8. ___	26. ___	44. ___	62. ___	80. ___	98. ___	116. ___	134. ___	152. ___	170. ___	H ___
9. ___	27. ___	45. ___	63. ___	81. ___	99. ___	117. ___	135. ___	153. ___	171. ___	I ___
10. ___	28. ___	46. ___	64. ___	82. ___	100. ___	118. ___	136. ___	154. ___	172. ___	J ___
11. ___	29. ___	47. ___	65. ___	83. ___	101. ___	119. ___	137. ___	155. ___	173. ___	K ___
12. ___	30. ___	48. ___	66. ___	84. ___	102. ___	120. ___	138. ___	156. ___	174. ___	L ___
13. ___	31. ___	49. ___	67. ___	85. ___	103. ___	121. ___	139. ___	157. ___	175. ___	M ___
14. ___	32. ___	50. ___	68. ___	86. ___	104. ___	122. ___	140. ___	158. ___	176. ___	N ___
15. ___	33. ___	51. ___	69. ___	87. ___	105. ___	123. ___	141. ___	159. ___	177. ___	O ___
16. ___	34. ___	52. ___	70. ___	88. ___	106. ___	124. ___	142. ___	160. ___	178. ___	P ___
17. ___	35. ___	53. ___	71. ___	89. ___	107. ___	125. ___	143. ___	161. ___	179. ___	Q ___
18. ___	36. ___	54. ___	72. ___	90. ___	108. ___	126. ___	144. ___	162. ___	180. ___	R ___

## EQUIP THEM BY PROVIDING:

You are the overseer of this group of individuals – their shepherd. It is crucial you understand the role you play not just in providing ministry to the children in your church, but to the volunteers who serve the children.

### Clear Guidelines and Expectations –

-  Detailed job description – that includes every responsibility tied to that ministry role. Be as thorough as possible.
-  Communication Flow Chart – let them know who they are directly responsible to and who is directly responsible to them. They need to know who to call and who will be calling. Make sure everyone is communicated with well.
-  Weekly Time Commitment – chart out how many hours it will take in a week to fulfill this ministry role. Include preparation, pre-class, in-class, and clean-up time. Do not underestimate.
-  Length of Service – explain how long they are signing on for. Is it a one-year commitment, a September through May commitment, a summer commitment, etc. They deserve an ending date. Open-ended contracts are scary and intimidating.
-  Over-all Expectations – that extend beyond the basic job description. Items such as church attendance, life-style choices, attitudes, training involvement, child protection policy agreement, and continued spiritual development. Make it clear up front your over-all expectations to avoid confusion and tough calls. Set the standard high – our children deserve quality volunteers.

## Quality Curriculum and Sufficient Resources –

There are an enormous amount of programs and curriculum options available for children's ministry – not all are quality. Make sure your volunteers have good material to work with.

-  Fits well in the over-all program of your children's ministry
-  Solid scope and sequence
-  Doctrinally sound
-  Bible based
-  Teacher friendly – easy to understand and use.
  - The layout is simple, consistent throughout, and easy to use.
  - Preparation time is minimal, uses common objects and props and encourages advance planning.
  - Provides background information for a clear understanding of the Biblical point and context.
  - Gives teaching options that are creative yet simple to employ without being overwhelming in content and quantity.
-  Student friendly – enjoyable for the students to use and comprehend.
  - The teaching approach takes into consideration all the learning styles.
  - Consideration is given to group and room size differences.
  - Creates an environment of active participation.
  - Encourages Biblical understanding and practical application.
  - Provides relationship building opportunities.
  - Update and upbeat music
  - Age appropriate.

Ministry requires resources and tools. Volunteers need proper tools and sufficient resources to effectively minister.

 Determine the common tools needed for the ministry and provide as financially able:

- Copier
- CD or cassette player
- Overhead projector or power point
- Television
- VHS or DVD players
- Microphone
- Bulletin Boards
- White Boards
- Tables/Chairs

 Determine basic resources needed and provide them

- Art Supplies
- Office Supplies
- General Classroom Supplies
- Outdoor Games
- Videos/DVDs
- Music CDs
- Supplemental materials – Game, Snacks, Craft Ideas
- Student Bibles, maps, dictionaries, concordance
- Story books, posters, bulletin board supplies
- Nursery supplies –
- Games/toys

- 🔑 Keep a supply cabinet stocked and available for volunteer use
- 🔑 Ask your volunteers what they need and do your best to provide it
- 🔑 Do not expect volunteers to purchase needed tools or resources themselves – not everyone will have the personal financial resources

## CONTINUED TRAINING AND DEVELOPMENT:

Children's ministry is ever changing. There are new ideas, generational trends, cultural shifts, available resources, and volunteer turn-over. In order to keep the ministry alive, vibrant and relative, it needs infused with education. To keep volunteers alive, vibrant and relative, they need infused with education.

There are a variety of options available for training.

In-church training – This involves training sessions organized and presented by local church leadership – you or your team. Training should be continual and done on a regular basis (monthly, quarterly).

The initial training should include:

- 🔑 Overview of the children's ministry
- 🔑 Presentation of curriculum and resources
- 🔑 Explanation of procedures, policies, expectations
- 🔑 Job descriptions/Opportunities
- 🔑 Child protection plan explanation and implementation
- 🔑 Vision casting

-  Calendar
-  Insight into child development
-  Teaching technique
-  Discipline guidelines
-  How to lead a child to Christ

This is quite complex and could easily occur over 2 or more separate sessions. It is intended for everyone who volunteers in any facet of the children's ministry.

The follow-up or end of season training should include:

-  Praise and thanks
-  Evaluation of the year
-  Plan for follow through with students
-  Celebration

Additional training opportunities:

-  Spiritual formation and development
-  First aid training
-  Teaching techniques
-  Child Development issues
-  Facility use
-  Multi-ministry communication/events – adult programs, youth ministry
-  Mid year course correction
-  Child safety
-  Time management

-  Lesson Planning
-  How to have fun at church
-  Building relationships
-  Techniques and Activities: Scripture memory, prayer, Bible story telling
-  Family connection
-  Program specific training – VBS, Midweek, Musicals, Sunday School, Children’s Church, etc.
-  Curriculum education – how to use each curriculum resource effectively
-  Age specific - Nursery, Preschool, Elementary, Middle School
-  Class or ministry observation

These training opportunities can be done via newsletters, informal settings, one-on-one, with selected groups, resource library, intentional conversations, or organized events.

Each organized training event should include:

-  Food – give them something to eat
-  Action – give them a chance to move
-  Interaction – let them talk to each other
-  Fun – laughter
-  Inspiration – Spiritual message to uplift and encourage
-  Education – to help them be better ministry volunteers

How do I get them to come?

-  Listen to what they want/need
-  Change the trainers and method
-  Try different time options
-  Publicize – advance planning and a lot of communication
-  Select topics that build interest and meet needs
-  Ask them personally
-  Involve them in the event
-  Create a demand for training

Multi-Church – connect with other children’s workers and leaders in your community both Wesleyan and across denominational lines. Look for informal opportunities to connect and share and formal opportunities for training with other local congregations. You serve in the same community with similar culture, economy, and social characteristics.

District – look for opportunities to attend district events and functions that will introduce you to other children’s workers across the district. Many districts have formal training events that you should attend with your team that are generally economically feasible. If your district does not have formal events, create informal events at kid’s camp, district conference, district camp, etc.

Denominational – once a year a denominational children’s ministry leadership event is held. It is generally in the fall. Take advantage of this opportunity to connect with workers from across the denomination, gain new insight, hear new trends, be spiritually renewed, and have friendships forged.

Non-Denominational – There are a variety of non-denominational training events that occur throughout the year.

- 🔑 Publisher sponsored events – Group’s Summits, Cook, Cokesbury, Standard
  - 🔑 State organizations – children’s ministry, child safety, educational- that put on training events yearly.
  - 🔑 Half day events in various locations are hosted by Children’s Ministry Magazine, International Network of Children’s Ministers, Kidology, and Child Evangelism Fellowship. These are generally at low cost.
  - 🔑 Mega churches hold training events throughout the year. Willow Creek, Saddle Back, North Point, Church on the Move, etc.
- International Conferences: Children’s Pastors Conference, One Way Street, Over the
- 🔑 Top, Christian Booksellers, Christian Managers

Other Teacher Development Resources:

- 🔑 Wesleyan Kids monthly e-newsletter – free newsletter published by General Department
- 🔑 Wesleyan Kids registration - free registration for all churches to receive routine mailings and free resources
- 🔑 Children’s Ministry Magazine – bi-monthly publication by Group Publishing
- 🔑 Evangelizing Today’s Child – bi-monthly publication by CEF
- 🔑 Barna Update newsletter – free at [www.barna.org](http://www.barna.org)
- 🔑 Additional newsletters:  
[www.cmmag.com](http://www.cmmag.com)  
[www.childrensministry.com](http://www.childrensministry.com)  
[www.kidzblitz.com](http://www.kidzblitz.com)  
[www.sundayschoolcrafts.com](http://www.sundayschoolcrafts.com)  
[www.just4kidsmagazine.com](http://www.just4kidsmagazine.com)  
[www.integritymusic.com](http://www.integritymusic.com)

[www.forhiskidz.com](http://www.forhiskidz.com)  
[www.discipleland.com](http://www.discipleland.com)  
[www.childrensministry.org](http://www.childrensministry.org)  
[www.brentwoodbenson.com](http://www.brentwoodbenson.com)  
[www.kidology.org](http://www.kidology.org)  
[www.youthspecialities.com](http://www.youthspecialities.com)  
[www.zonderkidz.com](http://www.zonderkidz.com)  
[www.empoweringkids.net](http://www.empoweringkids.net)  
Brentwood Kids Music Club  
Children's Ministry Network  
The Children's Pastor  
One Way Street News

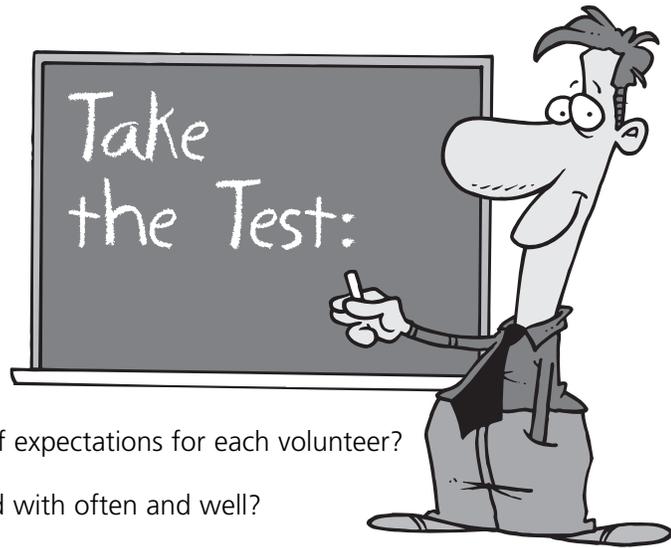


Web sites:

[www.wesleyan.org](http://www.wesleyan.org) – denominational office site, look for children's ministry  
[www.childrensministry.net](http://www.childrensministry.net)  
[www.childrensministry.com](http://www.childrensministry.com)  
[www.incm.org](http://www.incm.org)  
[www.kidology.org](http://www.kidology.org)  
[www.vbsstuff.com](http://www.vbsstuff.com)  
[www.onewaystreet.com](http://www.onewaystreet.com)  
[www.puppetresources.com](http://www.puppetresources.com)  
[www.eboxclub.com](http://www.eboxclub.com)  
[www.family.org](http://www.family.org)  
[www.forhiskidz.com](http://www.forhiskidz.com)  
[www.bigidea.com](http://www.bigidea.com)  
[www.gospelcom.net](http://www.gospelcom.net)  
[www.bettylukens.com](http://www.bettylukens.com)  
[www.kidscape.org](http://www.kidscape.org)  
[www.calebproject.org](http://www.calebproject.org)

 Various Books

- “Transforming Children into Spiritual Champions” by George Barna
- “Staffing Your Children’s Ministry” by Standard
- “Follow Me as I Follow Christ” by Moody Press
- “Children’s Ministry Guide for Smaller Churches” by Group
- “Leadership Essentials” by Craig Jutila, Group
- “Care and Feeding of Volunteers” by Standard
- “Devotions for People who Love Kids” by Group
- “Child Sensitive Teaching” by Karyn Henley
- “The Faith of a Child” by Art Murphy
- “Growing a Healthy Children’s Ministry” by Steve Alley



- Y N Is there a clear, detailed job description for each ministry position?
- Y N Are there clearly established time commitments for each ministry position?
- Y N Is there a high standard set of expectations for each volunteer?
- Y N Are volunteers communicated with often and well?
- Y N Does your curriculum fit the over-all program of your children's Ministry?
- Y N Does the curriculum have a solid scope and sequence?
- Y N Is the curriculum doctrinally sound?
- Y N Is the curriculum Bible based?
- Y N Do the teachers enjoy using the curriculum?
- Y N Do students enjoy using the curriculum?
- Y N Are children's ministry classrooms attractive?
- Y N Do volunteers have necessary tools?
- Y N Is there a resource/supply area accessible to all volunteers?
- Y N Is training provided?
- Y N Is training continuous and planned?
- Y N Does the training relate well to the volunteers?
- Y N Is the training fun?
- Y N Do all volunteers participate in some form of training?
- Y N Do you make an effort to participate in other training outside the local church?
- Y N Do volunteers have access to children's ministry magazines, newsletters, books or web sites?

## Retain THEM as a VALUABLE MEMBER OF YOUR TEAM:

Turnover is inevitable and in some cases unavoidable. People move, gain new interests, pursue other passions, and need to step away for a variety of personal reasons. The goal, however, is to build a solid team of volunteers who are in for the long haul. Children's ministry leaders are not born over-night but develop through years of volunteering in various roles, deepening their commitment level, growing in knowledge, and feeling a sense of responsibility for the ministry.

The question is then –how do we retain our quality volunteers?

### Say Thank you:

-  People like to be thanked. We all like to know that someone noticed we did a good job. It shows appreciation and acknowledgement of our contribution. Volunteers deserve to be thanked in a variety of ways and often.
-  Thank them publicly – plan a volunteer appreciation Sunday to publicly thank them for their contribution to ministry. Allow the whole congregation to thank them.
-  Thank them privately – throughout the year thank them privately with cards, words, notes, or hugs. Simple, spontaneous, meaningful ways to show thanks and appreciation.
-  Thank them with a party – Everyone likes a party and children's workers especially. Throw them a party, feed them, take them somewhere to play – do something extra ordinary as a whole group of children's workers.
-  Thank them with gifts – Who doesn't like to get a gift? A small token, flowers, candy – cost isn't the factor but something tangible to see they are appreciated.
-  Thank them with the kids – Encourage their students to thank them with words, cards, or special moments.

-  Thank them by mentioning them to the parents – Let the parents of their children know how they are doing, and about any special moment the volunteer has had with a child.
-  Thank them by telling the church staff – Be certain the church pastors are aware of the good work they are doing.
-  Develop a habit of thankfulness – see the good things your volunteers are doing, appreciate their sacrifice and commitment, and make sure your attitude and actions demonstrate thanks.

### **Show them their value:**

-  People like to know they are valued, needed and make a difference. Find ways to let your volunteers know the difference they make in the lives of their students, in the ministry, and to you as their leader.
-  Find specific instances where the volunteer has impacted a child's life – make a note of it and let the volunteer know.
-  Have the kids tell the volunteers what they mean to them – in person, in a card or on video.
-  Describe how the children's ministry has been enhanced by their participation. List things we wouldn't have, wouldn't be like, or wouldn't know without them.
-  Explain what a difference they make to you – specific ways their involvement in ministry has enhanced or assisted your leadership.
-  Describe how they have helped the Church.
-  Make sure they see the big picture, that they understand how they have helped God's Kingdom.

### Supply lots of reasons to stay:

-  People try to find reasons to leave – don't give them any. Create an atmosphere they don't want to leave. Give them no opportunity to complain.
-  Serve together truly as a team – “one for all and all for The One” approach  
Have fun together – laughter and good times
-  Develop friendships – create an atmosphere of caring and sharing
-  Be available and open – for comments, questions, suggestions, and criticisms
-  Communicate vision and passion – help them realize the vision for why they serve and the passion to serve  
  
Be flexible – allow for changes in schedules, routines, job descriptions and “the way it's always been done” to accommodate volunteer life styles and other commitments
-  Eat together – food forms bonds, meals create a family atmosphere
-  Be willing to let go for a season – allowing them the space to walk away and an opening to return
-  Be understanding – of people's busy schedules, personal crisis, other commitments, and unexpected emergencies
-  Respect them – appreciate their gifts, talents and uniquenesses
-  Be positive – think well and speak positively of the ministry, the church, the pastor, and the children
-  Love them “Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It is not rude, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always preserves. Love never fails.” (1 Corinthians 13:4-8)



- Y N Are you retaining volunteers?
- Y N Have the volunteers been thanked publicly this year?
- Y N Are volunteers told thank you privately and often?
- Y N Are the students encouraged to say thank you to their teachers?
- Y N Have the volunteers been thanked in a fun way – party or gift?
- Y N Are you truly thankful for every volunteer and what they bring?
- Y N Do the volunteers know their value to the ministry?
- Y N Are volunteers told about the differences they are making in the students' lives?
- Y N Do volunteers know how they have impacted the leadership?
- Y N Do you give volunteers a reason to stay?
- Y N Is children's ministry done as a team?
- Y N Do you respect your volunteers?
- Y N Do you have fun?
- Y N Are you their friend?
- Y N Are you the kind of person people like to be around?
- Y N Is the ministry a positive influence to the students, volunteers, and the church?
- Y N Do you love them?