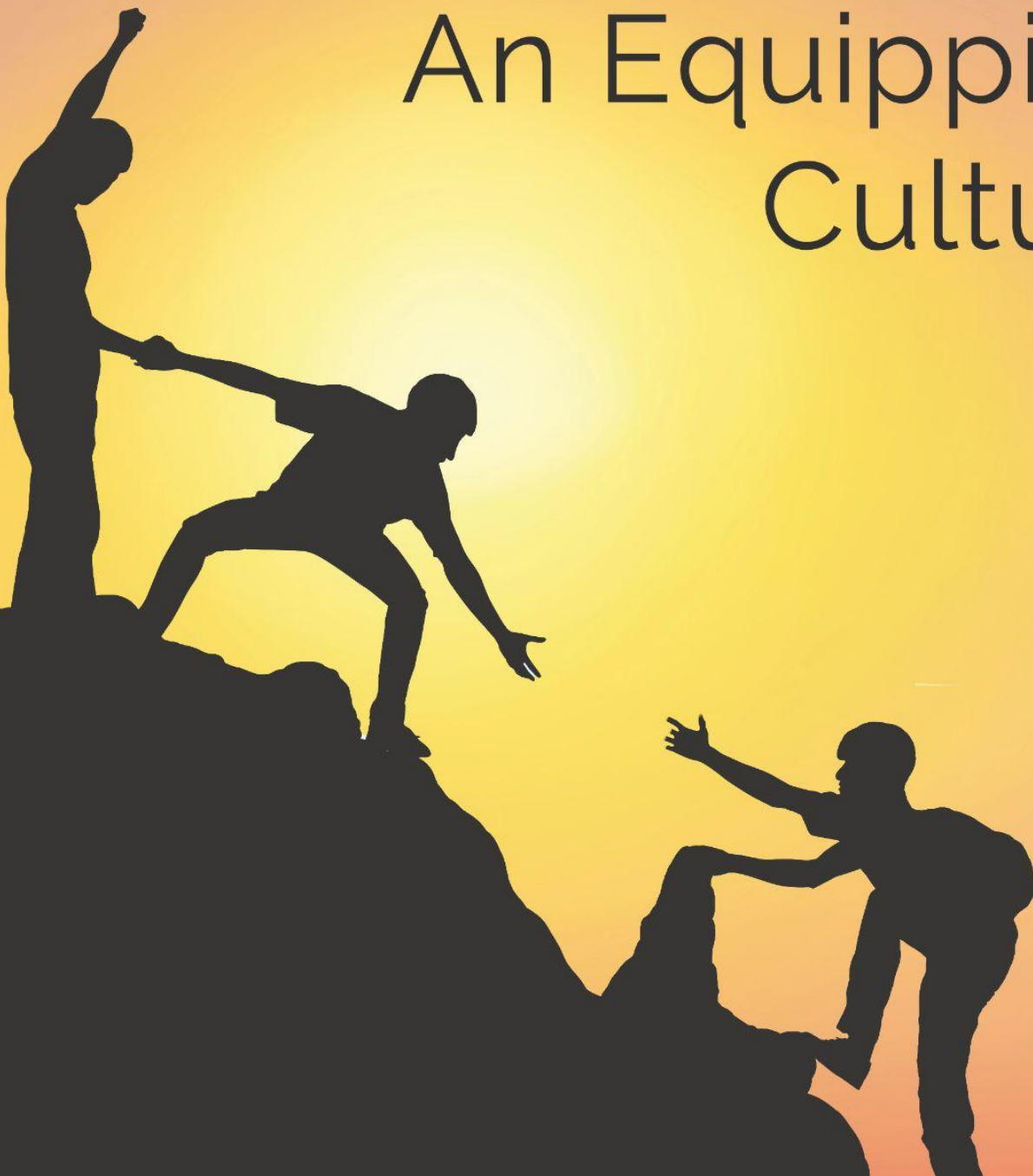


Establishing Healthy Ministry Teams

# Developing An Equipping Culture



SAMPLE

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# DEVELOPING AN EQUIPPING CULTURE

growing healthy ministry teams

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Notes for the person facilitating this training are written in blue. It's important to read through all exercises and all blue text instructions when preparing to facilitate this training.

All videos can be previewed prior to the training session but be aware that this course has a two month limited access. So the purchasing of the course, the previewing of the material and the running of the training needs to be completed within a two month period.

The timing of each exercise is a guide only. For example, a larger group may need more time in sharing ideas from multiple groups after a brainstorming exercise.

Allocate one and half hours for this training, with a twenty minute break after the first forty-five minutes. If possible, provide tea and coffee and some light refreshments.

#### Set Up:

- Set up chairs around tables (ideal 6-7 per table)
- Cover tables with paper
- Place coloured markers on each table
- Place wrapped lollies on tables as treats (optional)

#### Need:

- Data projector
- Sound system

#### Introduction:

- Welcome people.
- Indicate timing of breaks and essential information for all in attendance (toilet locations, emergency exits...).
- Begin by committing the time to God in prayer.
- Encourage everyone to introduce themselves to those in their group.

# Let's Begin

**EXERCISE #1** (allow 4 minute for question 1 - paired exercise, allow 6 minutes for questions 2 and 3 minutes - group exercises)

1. Share in pairs how you were first recruited into a ministry role.
2. As a group, list the reasons why we don't invite people to serve on your teams.  
(encourage groups to write their list on the paper provided on their table)
3. One person in the group reads the recruitment strategies listed below out loud. Which of these is the most commonly used strategy in your church?
  - a. Assume people will see the needs and make themselves available
  - b. Tell the senior leadership of a need, who then make an appeal in the Sunday gathering or via other forms of communication
  - c. Profile a ministry area (video or interview) and direct people who want to know more to the leader of that ministry
  - d. Leaders of ministry areas have serve chats with people, who have indicated they'd like to serve, and help to place them in a ministry team that suits their gifting and capacity
  - e. Adult small group leaders encourage adults in their small group to join a ministry and use their gifts to serve

After 10 mins. ask each group to share one of their answers from question 2 and 3.

Read the following out loud before playing the first video.

*We can make the mistake of thinking that how we began our journey in serving, is how everyone's journey will be. Some people will put themselves forward, though a lot less than what we think. Others will see a need and offer to help, although again, a lot less than what we think.*

*Thinking carefully about how to recruit people well is critical in growing the reach of your ministry. Because every new volunteer enables you to reach more children. But retaining those same volunteers and over the years seeing them grow in competency needs to be our primary focus. Because then we will not only grow in reach, but in depth as well.*

*Retention should always trump recruitment.*

[PLAY VIDEO: Positive Framework](#)

# Positive Framework

awakening hearts to ministry opportunities

Recruitment fatigue:

- ever present issue
- emotional toll

Failure to ask:

- we make assumptions about people
- we're afraid of the 'No'

Helping a person step into a serving role is one of the best things we can do for them.

*So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature...*

-Ephesians 4:11-13

Word ministry → equips God's people serve  
Equipping God's people to serve → results in unity and maturity

*It is more blessed to give than to receive.*  
-Acts 20:35

### EXERCISE #2 (allow 5 minutes - group exercise)

1. 'Every person in a ministry team plays a role in recruiting others to that ministry team.'  
Discuss.

Read the following out loud before playing the next video.

*This course aims to show that every person (team member, team leader, area leader, department leader, senior leadership) has an important role to play in recruiting the right people into ministry teams.*

*Inviting someone to use their gifts to serve Jesus' church grows the church in unity and maturity, and blesses both the person serving and God's church.*

PLAY VIDEO: Recruitment Missteps

## Recruitment Missteps

awakening hearts to ministry opportunities

Why are people hesitant to put themselves forward?

- fear of being rejected

- fear of being stuck in a role that doesn't suit
- fear of being overwhelmed by a role
- perception that others are more suited
- they've served in a ministry in the past and been burnt

We recruit people one conversation at a time

**EXERCISE #3** (allow 6 minutes for both questions - paired exercise)

1. In pairs, read through the fears below. Which of these fears have you either experienced or heard others express?
  - What if I offer but I'm not who they're looking for? What if I don't have the right gifts or experience?
  - What if I volunteer and find out that the role is not for me?
  - What if the role requires way more than I thought it would?
  - I best not offer because there are people who are more gifted than me.
  - What if I volunteer and burn out like what happened before?
  - What if I volunteer and find out that there is no budget for resources and I have to buy them myself?
  - What if I volunteer but no one trains me and I do a bad job?
  
2. In pairs, read through the options below. How does each option alleviate fear and help people volunteer more confidently?
  - Succinct vision statement
  - Clarity about who will support them and give them direction
  - Clear statement of what's expected (included the amount of time per week)
  - Outline of training provided
  - Outline of resources provided
  - A written role description that includes all of the above