

Chapter 1 : Building an Effective Ministry Team in the Smaller Church

Designing Effective Women's Ministries included tips and techniques for establishing groups and programs that meet the needs of today's women. The book shows how to develop programs that are specifically tailored to your church and your community.

Interpersonal and relational skills - https: That is a great question because it suggests that there should be both cooperation and coordination. Being on a church staff made it easier for me to coordinate with other staff members. In our case, those who led similar ministries met as plans were made for church-wide training, so we all knew the purpose and topics. If you are not part of such discussions, perhaps because you are a volunteer, set up a meeting with the staff member in charge of the larger training. If he plans to independently determine the topics and purpose of the church-wide training, express your desire not to be repetitive but to provide complementary training. Ask him for periodic meetings or emails to inform you about upcoming training topics so that you can encourage your leaders to attend and also be selective with the topics of your own training. Stress your desire to support his training and focus your training on the specifics of your area. If your church does not have anyone in charge but each ministry works independently, it is more difficult to coordinate training. If a staff member oversees various ministries, prayerfully consider asking if he might gather the leaders to brainstorm training ideas in line with the church mission. If no one on staff has that role, consider suggesting a meeting to all who do training to learn from each other and better coordinate. Several years ago I was at a conference at a mega-church which had done good follow-up research to their training. They informed us that volunteers better respond to training of a smaller, more cohesive group led by a leader of their ministry than a large less-personal training from someone with whom they had no relationship. Whatever you do, proceed with respect and in prayer for unity and wisdom. How do I utilize volunteers? Training " as stated above, give your volunteers the proper tools to succeed. Touch " very important is to stay in touch with your volunteers! Your ministry is dependent upon these people and they must know they are valued. Keep them in the loop with updated information on the ministry and encourage them along the way. Encouragement " by all means, make sure they know they are appreciated. People will always do more than is expected of them when they know they are appreciated. Volunteers are the backbone of the church. I have volunteered in a myriad of roles as well as serving as on church staff leading ministry, coordinating many volunteers. Volunteers must feel valued, needed, and well placed. They tend to be competent, smart, and experienced. To use such people well, tap into those strengths so they know that they are not simply there to handle your to-do list. You must include them in the discussion as to how the event, program, small group, etc. Involve them in the planning. Instead of micro-managing them, train them to carry out their responsibilities. If you find that someone is lagging too far behind, however, it is best to sit down with them and ask if there are personal or coordination issues that are causing delays. As you match a volunteer with a responsibility, talk to them about what they love to do and what they do well. Using them within their gifting places them where God has designed them to thrive. But keeping in mind that most positions contain some elements that will bring out their weaknesses, discuss those elements of the role as well. Write a job description of every position so there are no surprises. Although this takes a lot of time on your part, it is worth the investment in the future and in your team member. Volunteers often tell me that the person who recruited them was less than open about the work involved. When their responsibilities are over, acknowledge your volunteers in a public way if possible. Show your appreciation by taking the extra time needed to write them notes and even giving small gifts, if possible. If you do that, you will have volunteers that stick with you for the long run. Unleashing the Power of Everybody:

Chapter 2 : USW Women's Ministries: Designing an Effective Women's Ministry

*Designing Effective Women's Ministries [Jill Briscoe, Laurie Katz McIntyre, Beth Seversen] on blog.quintoapp.com
FREE shipping on qualifying offers. For nearly twenty-five years, Elmbrook Church in Waukesha, WI, has supported a variety of ministries by and for women.*

Are you longing for new leaders to join your team? Longing for them to bring fresh ideas and fresh enthusiasm? Well this is the information you need! Try these steps to gather new women to your team—and keep them! It may sound simplistic, but first pray that God opens your eyes to the women He might have in mind to serve. Then think about the women you connect with at church. Who has a great smile? Who offers to help with small tasks? Who do you see welcoming new people at church? You might even want to go through your church directory one name at a time and consider what each woman could bring to your team. Invite other women already on your team to do this same thing. This list may take shape over an afternoon, over a week, or it might be something ongoing that you always keep working on. As you meet people and hear about their passions and interests they can be considered as potential leaders. Stop making pleas through the church bulletin. This gives the impression that anyone can fill a slot on your team. It also puts the burden on others to reach out to you. Instead, make the first step and ask in person. Practice this step with the women already on your team. Encourage them to be involved in inviting others as well. Have you ever started a job and simply been required to show up? Offer ongoing training opportunities so women can develop new skills and become the women God intended them to be! Part of leading a team includes handing over the reins and trusting others to make decisions. We need to give our team members the authority to make decisions, let them know the budget they have to work with, and so on. Yes, this opens the door to potential mistakes—but we all learn through experience. Provide opportunities for significant ministry. But what about letting someone else lead the Bible study? Make the arrangements for your retreat? Yes, we do need people to take care of the smaller roles, but your team members need to know they are making a significant difference in the lives of others. No one wants to do busywork. Again, this involves you letting go of the reins. Evaluate the opportunities you make available to your team and see if you can find a new challenge for each person! And one of the key ways to do this is to be encouraging. You have the joy of seeing each success. Every woman on your team needs to be encouraged. Send notes, post on Facebook, tuck a chocolate bar in her purse, whatever you can think of to make sure your volunteers know how valuable they are to you, to the team, and to the women of your church! Take time each year to meet personally with each person on your team. Suggest new challenges or goals she could approach in the coming year, and work together to consider training, books to read, or other opportunities for her to grow. This is also a good time to allow women to leave your team. During the evaluation be open to being evaluated yourself. This may be hard—you may be uncomfortable hearing about ways you can improve and the woman who has been under your leadership may feel awkward being honest. Welcome their comments in a constructive forum where you have invited them to share with you personally. This encourages healthy team dynamics and avoids gossip. Try these steps and your team will be more effective and successful for this new ministry year.

Chapter 3 : Julia Bettencourt Blog - Women's Ministry Themes

13 Used by permission of Zondervan Publishing House Designing Effective Women's Ministries Chapter 10 LOOKING FOR AND LEADING YOUR LEADERS Whether you are inaugurating a brand new women's ministry, resurrecting a lifeless one, or.

In the past several months he had been working with the board and the Christian education committee to form a new after-school program for children as a community outreach. When he first mentioned this idea, it was met with enthusiasm and approval. After the initial discussions, however, it seemed that Pastor John hit a brick wall. While people were supportive of his idea he could not find anyone to lead the program. He also encountered difficulty in finding volunteers to run the program. The ones who did get involved could not agree on the structure and curriculum. While Pastor John had heard about the challenges of staffing and team development in the larger church, he had always thought these issues were irrelevant to the smaller church. But as he sat at his desk he suddenly realized that this was the problem he faced. The difference was that in the larger church the staff developed and ran programs; but, in the smaller church, it required untrained volunteers to develop and run its programs. How can the smaller church effectively staff its ministry and develop effective teams when it relies on volunteers who might resign at the slightest whim? The problems confronting Pastor John are not unique. The smaller church often does not have enough people to fill the basic staffing needs that keep the church functioning. Furthermore, especially in rural areas, people in the smaller church are fiercely independent and prefer to work alone rather than in teams. Yet much of church ministry requires people to work together to accomplish common and biblical goals and objectives. The challenge for leadership is to develop an effective strategy to fill the staffing needs of the church and equip people to work together to accomplish the will of God.

Staffing the Ministry When we think of staffing we often think of hired staff. In the smaller church, however, the staff is volunteers who give their time and energy to the work of the ministry. While they may not receive a salary, they are just as critical and valuable as any paid employee. The challenge pastors in the smaller church face is recruiting and equipping volunteers for ministry. To effectively staff church ministries pastors need to use the right methodology in recruiting people. Pastors in smaller churches often approach staffing with the arm-twisting approach. As needs become more critical, pastors increase the pressure on people to become involved. Consequently, people are motivated to sign up out of guilt and duty rather than a passion and desire to serve. People half-heartedly approach their ministry. What the smaller church needs are people who are passionate about ministry and understand its importance. Pastors, therefore, need a recruiting strategy that excites people for ministry. Recruit to a purpose, not a position Before pastors ask people to serve in the church, pastors need to clearly answer this question: Because the smaller church places a high value on tradition, it can cause people to lose sight of the fact the goal of ministry is spiritual transformation Colossians 1: They become involved because they desire to influence, change, and help their friends, family, and neighbors. As pastors seek to recruit people, they need to clearly communicate why the ministry is important, and how it will affect others. Provide adequate training People can easily become intimidated in ministry. In the smaller church pastors rely on laity to develop and lead programs. Pastors do not have the luxury of having Bible college- or seminary-trained individuals to develop and oversee ministries. For example, the only training the Christian education director might have received came through teaching a Sunday School class. Even then, his experience may be limited. In the large church people are trained before they are given a ministry, especially if it involves leadership. In the smaller church pastors must often train people after they are placed in ministry. As a result, pastors must develop strategies that provide on-the-job training. Then, when a pastor recruits people for a ministry, he can clearly communicate to them how he will equip them for ministry. Value both the generalist and the specialist In 1 Corinthians 12, Paul gives an analogy: The church functions as a body. Each part "no matter how small" is equally valuable to the health of the whole body. Paul affirms that each part performs different duties in relationship to its contribution to the body. God has equipped each individual differently, with different spiritual gifts, backgrounds, talents, personalities, and abilities. Some within the church are generalists. These individuals are

able and willing to perform multiple responsibilities or, are gifted in a few areas but are able to exercise their gifts in a variety of ministries. For example, a person may have the gift of mercy. As she teaches the primary class she uses her gift in the classroom to minister to the needs of the children. Others in the church are specialists. They are gifted in a specific area and are comfortable focusing on only one responsibility. Because the smaller church largely depends on generalists, pastors can easily overlook the specialist, or worse, consider him unspiritual because he is not willing to perform more than one responsibility. On the other hand, pastors can become critical of the generalist because, while he does a number of different tasks, he does not excel in any specific one. The generalist does an adequate job in his ministry, but he never becomes a star. The result is that pastors criticize generalists for being mediocre. Yet both have an important role to play. Avoid overworking volunteers When pastors are staffing the church, it is easy to focus on needs rather than on the amount of work people are already doing. In many smaller churches people are heavily involved in ministry. They have a sense of ownership of their ministry and are often performing several tasks within the church. If pastors are not careful, they can manipulate people into becoming so involved that they burn out. When pastors overwork people, they can burn them out; and, they quit all activities, leaving the church in an even worse position. Have clear job descriptions When pastors recruit people to a ministry in the church, it is important to communicate the responsibilities and requirements of the job. By clearly describing what the ministry will involve, pastors aid both the church and the volunteer because they can match volunteers with ministries they are equipped by God to perform. In the smaller church, however, communicating responsibilities is often not done through a formal job description but through informal communication. Nevertheless, pastors need to develop a clear job description even when they plan to communicate it informally. Job Descriptions A job description answers the following questions: What is the church asking the person to do? What is the purpose of the ministry? How much time will be required both in preparation and performance of the ministry? How long will the person be asked to serve? What are the responsibilities and requirements of the position? Who is the person accountable to? What training will be provided and in what areas will the person experience personal growth? Glenn Daman, Dallas, Oregon Developing a Team Within the Ministry The challenge confronting the smaller church is not only in recruiting people to serve, but also in developing a sense of teamwork within the different ministries. While people in smaller churches “especially rural areas” are strongly relational, they also are independent and self-sufficient. They tend to be more inflexible in their ideas; and, as a result, when they work with others, they can easily become frustrated when their ideas are not adopted. Yet, God has designed the church to be the ultimate expression of teamwork. Paul makes it clear in 1 Corinthians 12 that Christians in the body of Christ are to function interdependently rather than be independent of one another. The fact God has established a plurality of leadership within the church implies that the church is to function as a team see Ephesians 4: While a pastor cannot force people to work well with others, he can provide an environment that fosters teamwork. Develop the right foundation Building an environment for effective teams begins with those in leadership. The pastor sets the example. When a church fails to work together, it is possible that the pastor has also failed to work well with others. A mistrust may exist between pastor and board. Pastors can destroy team development in their church by having an adversarial attitude. The danger of ministerial training is that pastors may develop a sense of superiority. They may begin to equate training and biblical knowledge with spirituality. They view board members as untrained and uneducated in spiritual leadership. As a result, the pastor-board relationship begins to disintegrate. Instead of working as a team with the board, the pastor develops an adversarial relationship. This adversarial relationship can be further exasperated if the board views the pastor as an outsider. Moving beyond these obstacles and learning to work together for the common good of the church is critical for developing teamwork in the church. If pastors cannot work with the board as a team, they can never expect volunteers in the church to work as a team. The result is a dysfunctional church. Develop a trusting environment A church that works together must be built on trust. First, the church must learn to trust God. Effective ministry requires faith. It is easy for the smaller church to become reluctant to take risks because people fear a new ministry might put the church at financial risk. As a result, they focus on maintaining existing programs rather than on developing new ideas. The church, however, needs to recognize that God is responsible for providing it with

the resources needed to accomplish His will.

Chapter 4 : How to Design a Dynamic Ministry to Women

an effective women's ministries program will be led by women. â€¢ May - Celebrate women with Women's Sunday observance, annual meeting, local officer recognition and appreciation, special friendship tea, highlights of contribution to ministry by.

It is truly the passion of our hearts to share the love and grace of Christ with others and so we believe the potential for winning women to Christ is limitless! In doing so we are inviting women to come join our circle of personal friends and support, we are letting them know they are of value and worthy of our attention and best efforts, and we are not willing to give up because we know the transforming work of Christ can make each woman a new creation, even if it takes time and our first efforts seem unnoticed or even refused! God has a design and a pattern! So my question to our wonderful women officers today is this -- is your ministry to women meeting the real needs of your women? Programs can slip easily into entertainment orientation and success just become numbers. Ministry, on the other hand, is helping your women know and grow in the Lord. It is intentionally planning programming to accomplish that goal. Read 1 Peter 1: It is growth, both numerically and spiritually. Do you have women who are gossipers or always negative? That is very difficult for the other women in your ministries and a difficult job for you personally. But the Lord wants to use you as the spiritual leader in your community to help grow your women in their faith. It could take a year of devotions on kindness, forgiveness, and a few side conversations with individuals to help them grow as well as much prayer! One of my "soap boxes" is that if we have 65 year old women who have been coming to our corps for years, but who are truly only 3 year old Christians in their walk of faith, then shame on us! Our work is to help our women become Titus 2 women I know this is your desire and I pray for you to realize this kind of ministry in your corps and community Prayer is the groundwork for all we do in ministry and sets God as the foundation! We pray, plan, prepare, promote, program, produce, perform for lack of a better "p" word and share with the people! The Holy Spirit is the One who provides the outcomes because it is all based on prayer! God wants to answer our prayers with victory! I hope you will join me in these emphases, as some of you are already focusing on some of these aspects! We can learn a lot and grow as God blesses all our efforts with joy and effectiveness! Let me know your thinking on these elements and share any resources you might have to help each other.

Chapter 5 : Top shelves for Designing Effective Women's Ministries

The first concept is "an effective Women's Ministries program will start with prayer." This is the emphasis for January -- praying about, around, through and in all ways for the women and the specific groups you have in your Corps right now, including praying for your own growth in leadership.

Strategy and Planning How to Design a Dynamic Ministry to Women An effective ministry to women is not always the most elaborate or time consuming. Equipping leaders to meet these diversified and growing needs is vital to reaching and impacting the individual woman in our churches and communities. What Kind of Leader Are You? Effective ministry rises and falls with leadership. Do you feel called to this ministry? Are you excited about the possible opportunities for ministry? Are you anticipating ways that you can grow and connect with other leaders? If you can answer yes to the previous questions, then God has a place of leadership for you. What Is Your Idea of Success? Many believe success means the biggest or the busiest ministry. What is your idea of a successful ministry to women? What is the driving force or purpose behind the ministry? Is your ministry Biblically based? Perhaps the first place to start is to examine your purpose in light of Scripture. When Jesus stated His purpose for coming to earth, He quoted from Isaiah We see in this passage four key purposes. Plan a vision-setting and prayer retreat with your key leaders to seek God for His direction. Brainstorm and fine-tune the key purpose for your ministry. Write down the short- and long-term goals. Outline a strategy for putting these goals into action. Helen Keller once said, "The only thing worse than blindness is sight without vision. It is totally dependent on the largeness of your vision and your ability to inspire others to dream with you. After you have considered each of these basic building blocks for designing your ministry, you will be ready to develop a strategy for implementation.

Chapter 6 : Adult Ministry Resources by Age, Gender, Marital Status

"Building an Effective Women's Ministry is a brand new book from Harvest House Publishers. Sharon Jaynes, vice president of Proverbs 31 Ministries, is the author. Sharon Jaynes, vice president of Proverbs 31 Ministries, is the author.

Chapter 7 : Julia Bettencourt Blog

In Designing Effective Women's Ministries, the authors share what worked for them and what didn't. they explain how to start where you are, with what you have, and how to do what God wants you to do. Designi.

Chapter 8 : Women's Ministry FAQ | blog.quintoapp.com

Buy a cheap copy of Designing Effective Women's Ministries book by Jill Briscoe. For nearly twenty-five years, Elmbrook Church in Waukesha, WI, has supported a variety of ministries by and for women.

Chapter 9 : Building An Effective Women's Ministry » Sharon Jaynes

For nearly twenty-five years, Elmbrook Church in Waukesha, WI, has supported a variety of ministries by and for women. Today their program stands as a model. Yet, as the authors of Designing Effective Women's Ministries will tell you, it did not happen.