

BUILDING AND EQUIPPING YOUR CHILDREN'S MINISTRIES TEAM

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(Handouts)

Introduction

When people work together, things happen. When **good** people work together **better** things happen. When **good** people work **together with God**, **eternal** things happen! God didn't make any perfect people. He didn't make any one person with all the gifts, abilities, or talents needed to operate a children's ministry (sorry to disappoint you). We need each other! We have to work together toward a common vision in order to be effective.

We Are One Body!

"There are different kinds of gifts, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them in all men...All these are the work of one and the same Spirit, and he gives them to each one, just as he determines. The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ...Now you are the body of Christ, and each one of you is a part of it."

1 Corinthians 12:4-27

A. The Principles of Team Building for the Leader

- Don't ask someone to do something you haven't already done.
- Don't give away too much too soon.
- Don't give away your calling.
- Invest in one leader at a time.
- Recycle your leaders.
- Be an example.
- Invite others to join you.
- Give others opportunities.
- Watch, encourage others.
- Let others "fail" then succeed.
- Challenge others with leadership.
- Support others' leadership.
- Let your leaders reproduce.

To Reach This Goal:

- Develop a plan for regular team appreciation.
- Continue to develop regular communication, including email communication.
- Send coordinators to other churches & conferences to learn techniques in team-development
- Create area team fun events (pot lucks, variety shows, picnic, etc.)

B. Equipping the Team

1. Teacher Training – the Key to a Dynamic Team

Tips for Effective Teacher Training

1. Levels of Training—should have different levels for the beginner or regular on the-job training teachers.
2. Face-to-face Initial Training.
3. Include variety.
4. The Important Human Connection.
5. Build Servant Leaders!
6. Specific Procedure Training.
7. Instruction in the Art of Teaching.
8. Offer Training Completion Incentives.

Components of a Teacher Training Workshop

- Teaching a good lesson using active learning.
- Overview of the curriculum.
- Teaching on leading small group discussions.
- Teaching on facilitating lesson-related, student activities.
- Teaching on basic counseling (listening) skills.
- Teaching on classroom discipline and management.
- Teaching legal issues, liability, and safety.
- Teaching on how to relate to and minister to parents.

Why Training Fails?

- Failure to get a commitment to attend training.
- Training is not relational
- Providing only information
- Lack of communication:
- No feedback is given:

- Irrelevant: If the topic chosen for the training event is irrelevant to the teachers' area of ministry, it is not much value.
- Speaker is not outstanding

2. Affirmation of Teachers

Another way of equipping your ministry team is to affirm your teachers for the excellent work they are doing. Affirmation encourages growth. Paul instructed the Thessalonian church:

*"We ask you to honor those leaders who work so hard for you...
Overwhelm them with appreciation and love."*

1 Thessalonians 5:12, 13

Fun Ideas for Affirming Teachers

- Teachers' Wall of Fame—place teachers' photographs on a special wall in the children's ministry area to showcase their special gifts and talents.
- Special picnic for teachers and their families.
- Concert tickets.
- Pizza night after a good program.
- Blue ribbon award for great teachers.
- Special cards and flowers with words of affirmation.
- Prayer support

3. Support Them with Resources

- Supplies for learning activities are readily available
- Equipment is a valuable resource
- Curriculum resources
- Communication resources
- Books, videos, and DVDs for personal growth

Commitment of Leaders

"I will not sacrifice to the Lord my God burnt offerings that cost me nothing."

2 Samuel 24:24

MULTIPLYING MINISTRY—THE END RESULT

- Good leaders replicate themselves by mentoring future leaders to take their place.
- Invite prospective leader into an assistant position.

- Gradually delegate more and more responsibilities to trainee.
- The trainee becomes leader who in turn trains others.

It takes everyone working together to make a TEAM!