Connecting People to Ministry

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Purpose and Process

In order to connect people to ministry we must first ensure that we have process to get them there. Since serving is part of discipleship, then viewing it as analogous to learning is quite helpful. That is, we all understand that “teaching them to obey everything I have commanded” (Matthew 28:20) requires a progressive process of learning. We should likewise see that leading people to ministry requires a progressive process of involvement.¹ Therefore, an intentional assimilation process is necessary for effective ministry recruitment. The attached Spiritual Growth Chart illustrates one way to move people to ministry as part of the church’s discipleship process.

The Foundational Principles of Service

1. All members are ministers.

   From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work. (Ephesians 4:16)

   Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms. If anyone speaks, he should do it as one speaking the very words of God. If anyone serves, he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen. (1 Peter 4:10-11)

   We have different gifts, according to the grace given us. If a man’s gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully. (Romans 12:6-8)

2. Each member-minister is uniquely designed by God.

   Now the body is not made up of one part but of many...God has arranged the parts in the body, every one of them, just as he wanted them to be. If they were all one part, where would the body be? As it is, there are many parts, but one body. (1 Cor. 14:14, 18-20)

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¹ The process should be the outgrowth of our purpose. See Eric Geiger and Thom Rainer, Simple Church: Returning to God’s Process for Making Disciples, for a helpful explanation of the connection between purpose and process.
3. The task of pastoral ministry is equipping ministers to minister.

*It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers,* to *prepare God’s people for works of service…* (Ephesians 4:11-12a)

**The Formational Principles for Service**

**Stop recruiting.** The armed services have recruiters—people whose job is to persuade people to do something they don’t really want to do. Yes, you can sometimes persuade people to do something they didn’t want to do, but don’t be surprised when they don’t stay long. In the church we should *invite* people to join us in serving God through our ministries. (Yes, folding bulletins is a ministry.)

**Make it personal.** Blanket pleas from the pulpit and bulletin inserts for people to sign up indicate that “anyone can do it.” No, anyone can’t—no matter what it is. Being physically able to fold bulletins doesn’t mean a person has the temperament to do so for hours on end. Personally inviting someone means you’ve invested the time to get to know him or her and believe they’re a good fit for the role.

**Be honest about what’s required.** Don’t soft-pedal the work or challenges involved just to get someone to sign up. You may get them, but once they learn the truth you won’t keep them. Most people *like* to be challenged a bit. Telling them the truth lets them come to the position ready to apply their fresh viewpoint to overcome difficulties. Written ministry descriptions really help.

**Match people to tasks.** Exploring a person’s spiritual gifts, passions, and experiences is an invaluable guide to the kinds of roles in which they’re likely to thrive and be happy. Taking the time to do this up front is a huge step to reducing turnover.

**Equip them to succeed.** Make sure they have all the resources and training they need. Being dumped into an assignment without the right tools and a sense of what’s expected is the single biggest reason people quit.

**Follow up.** When someone starts a new role, make it a point to sit down with them a few days later to ask how it went. Knowing someone cares that much about them personally means a lot—especially when they see you responding to their concerns.

**Keep the vision alive.** Over time, it can seem like it’s a job instead of a ministry. For example, ushers can come to think that their job is to hand out bulletins rather than seeing themselves as God’s representatives, responsible for helping everyone that comes to the church getting a friendly, loved first impression that moves them toward an attitude of worship.

Remember: It’s almost never the volunteer’s fault if he or she doesn’t stay in a role very long.

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2 Taken from *Church Volunteer Central*, August 26, 2008
The mission of CBC is to help people learn about God, love Him and others, and live for His purpose.

Salvation

Newcomers’ Orientation

Baptism/Membership

Growth Partners

How to Get the Most Out of Your Bible

Discovery I, II, III, IV

Master Plan for Life

Community Institute Electives

Worship

Love God

Community Groups

Love Others

Community Service

Live for His Purpose
Community Baptist Church
Ministry Description

Title: Community Service Coordinator

Ministry Area: Community Service

The Community Service ministry seeks to match people with areas of service. Specifically, we desire to match people to ministry where there is fit between the ministry description and the giftedness of the individual.

Qualifications: The Community Service Coordinator must possess/exhibit the following:

- Attendance at all CBC functions
- A passion for service
- A sense of ownership that takes responsibility for the well-being and improvement of the Community Service ministry
- Self-motivation that takes initiative in the performance of tasks, does research to enhance the ministry, meets deadlines and inspires confidence in those with whom he works.
- Excellent written and oral communication skills
- An understanding of the sensitivity of the placement process, both for the church and the individual.
- Ability to use database software for recording and reporting on available people and ministries

Responsibilities:

- Oversee the administration, collection, and recording of individual evaluations of gifts, abilities, and interests
- Oversee the administration, collection, and recording of job descriptions for each ministry position
- Oversee the advertising of available positions, with adequate information to direct interested individuals
- Oversee initial personnel screening, which includes conducting brief interviews
- Serve as liaison between Community Service Team Leaders and membership
- Conduct a Community Service Job Fair at least each January.

Time Commitment: 2-3 hours per week

Length of service: 1 year minimum (preferably 2 years)

Responsible to: Ministry Support Coordinator

Responsible for: Community Service Team Leaders
Digital Print Binder by Univenture offers Community Baptist Church a Perfect Solution for their Member Kit

Community Baptist Church is a young and growing ministry in Southeast Michigan. It was vital to Pastor Ken Brown that each new family that joined the church receive a “Member Kit” that gave new members key information about the church as well as give them the opportunity to learn more about the ministries that the church provided.

“We searched long and hard for the perfect binder for our project,” said Pastor, Ken Brown. “The UniKeep™ binder was exactly what we needed, and the team at Univenture helped us through design and production in a professional and timely manner.”

Each “Member Kit” includes personalized, business card size invitation cards, hole-punched giving envelopes, and loose-leaf materials. Some of the features of the binder that helped make the decision easier was the “enclosed” case, that made the kit look orderly and ensured everything stayed in place, as well as the affordable price range.

Feedback from the members of Community Baptist Church has been very positive as they “were pleasantly surprised at how well the kit turned out” and they have “received many, many compliments” on the finished piece.

Univenture's digital printing capabilities are one the newest and most popular services. This process is perfect for customers that require full customization for small run quantities that need an affordable price point.