

**GCCHM Leadership Certification
Level VI, Course #6**

**EMPOWERED CHILDREN'S MINISTRIES IN THE
LOCAL CHURCH**

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(Presenter's Notes)**

In his book, *Natural Church Development*, Christian Schwarz indicates that every healthy, growing church has eight characteristics. These characteristics can also be factored into Children's Ministries so that it can maintain a healthy and growing department in the local church.

8 CHARACTERISTICS of a *HEALTHY CHILDREN'S MINISTRIES* in the LOCAL CHURCH

HEALTHY CHM IN THE LOCAL CHURCH

- Active
- Empowered!
- Has plans all-year round
- Visible, can be felt

**Is your Children's Ministry IN Your LOCAL CHURCH
Healthy?**

Two Targets

1. To give you information about the characteristics of a healthy Children's Ministries.
2. To have idea on the rating /measure of CHM in terms of the characteristics we will discuss.

I want you to take your hand and encircle the Roman Numeral for each Characteristics

8 CHARACTERISTICS of a *HEALTHY CHILDREN'S MINISTRIES* in the LOCAL CHURCH

1. Empowering Leadership
2. Gift-oriented Ministry
3. Passionate Spirituality
4. Functional Structures
5. Inspiring Worship Services
6. Holistic Small Groups
7. Need-oriented Evangelism
8. Loving Relationship

E=Excellent; S=Satisfactory; N=Needs improvement

1. Empowering Leadership

- A. Leadership Training/Certification
- B. Volunteer Management
- C. How Pastors and Elders can Empower Children's Leaders

A. Leadership Training/Certification

- 1 The 6 levels of CHM Certification - from the GC CHM
- 2 Seminars and Workshops- other seminars we have developed
- 3 CHM bonding activities - such as retreat, potluck. Outing, etc.

“EFFECTIVE LEADERS concentrate on empowering other Christians for ministry.”

B. Volunteer Management

"Volunteering is a work of heart."

"Volunteers are not paid--not because they are worthless, but because they are priceless."

There are 5 Models or approaches we use in managing our volunteers. Identify which model you use in your church.

The 5 Approaches or Models in Volunteer Management

TYPE	DESCRIPTION	SCORE
1. Impoverished Approach	Pastors do every thing.	Volunteer: 0 Church: 0
2. Helper Approach	Volunteers asked to help; They're used and abused.	Volunteer: 0 Church 10
3. Feel Good Approach	Volunteers tell where they want to serve.	Volunteer: 10 Church: 0
4. Assistant Approach	Class distinction between leaders and volunteers; No effort to mentor and train.	Volunteer: 5 Church: 5
5. High Impact Approach	Church-wide commitment to select and disciple volunteers; Team building to reach kingdom goals.	Volunteer: 10 Church: 10

The 4 Tasks--High Impact Model

1. Recruiting
2. Screening
3. Equipping
4. Leading

When all the four tasks are followed through carefully, ministry multiplies greatly. There will be more volunteers becoming leaders and are being groomed for future leadership.

"God will give it TO YOU, If He can get it THROUGH YOU!"

C. For Pastors and Elders: How to Empower Children's Leaders

- Provide opportunities*** for children's leaders to organize children's worships on special days.
- Include children's leaders in planning committees*** where they can learn leadership skills.
- Support Children's Ministries programs*** by helping out in areas of presentations, transportation, promotion of the event.
- Encourage them*** to try new ideas.
- Provide budgets*** for them to organize children's program.
- Appoint capable people*** to the Children's Ministries Committees.

Now you can evaluate your local CHM in terms of Empowering leadership

2. Gift-oriented Ministry

- A. Recruiting volunteers
- B. Screening volunteers
- C. Adventist Risk Management Guidelines
- D. How Pastors and Elders can help with screening volunteers

- God has given to each of us different gifts and talents.
- Identify gifts of staff and utilize them.
- Those who have passion for kids, direct them to CHM

Benjamin Carson, well-known American neurosurgeon.

"I think one of the keys to leadership is recognizing that everybody has gifts and talents. A good leader will learn how to harness those gifts toward the same goal."

A. Recruiting Volunteers

"By helping others you also help yourself. Young volunteers learn new skills and can gain confidence and social skills, which can help them in future work related roles."

Criteria for Selecting Volunteers

- * Choose individuals who have the following character traits:
 - a. Demonstrate love and commitment to God and to the church.
 - b. Uphold high moral and ethical excellence.
 - c. Have leadership abilities and experience.
 - d. Have a passion for children.

Responsibility of Recruiter

- *Constantly looks for volunteers.
- *Keeps a current file of likely volunteers.
- *Has a description for each job.
- *Has a supply of ministry application forms.

Steps In Selecting Volunteers

- *Pray about individuals you need.
- *Share your vision with others.
- *Advertise the need for volunteers.
(announcements, telephone, volunteer to volunteer, nominating committee, one-to-one)
- *Identify volunteer roles that are needed.
(Teacher, Craft/Puppet Coordinator, Music Leader, Story teller, Team Coordinator)
- *Determine the length of service for each position.
- *Provide a job description.
- *Make the search for volunteers an on-going process.

Proverbs 26:10

“Like an archer who *WOUNDS EVERYONE* so is he who *HIRES A FOOL* or who hires those who any pass-by.”

B. Screening Volunteers

- WHY SCREEN VOLUNTEERS? *Protect children; gauge person’s interest for ministry.*
- WHO DOES THE SCREENING? *CHM Coordinator; church screening committee.*
- THE ROLES OF SCREENERS *Accepts applications; do background checks & interviews.*
- PRACTICE THE SEVEN C’s
Calling to ministry, Character – God’s screening, Chemistry – attitude, willingness, Competency – training, experience, Consistency/congruence, Commitment, Condition – mental, physical, spiritual)

C. Adventist Risk Management Guidelines

- ✓ Children will be supervised by adult/s at all times. Children’s programming will be conducted on an abuse free no-harassment tolerated basis at all times.

- ✓ You can use the ARM guidelines when screening volunteers and in some places you may want to adapt them to suit your needs.
- ✓ ARM provides these guidelines and forms to assist with the development of safety and risk control programs.

D. For Pastors and Elders: How to Help with Screening Volunteers

- Appoint a screening committee.
- Assist with screening volunteers.
- Do the reference check of volunteers.
- Support the ruling of the screening committee.

3. Passionate Spirituality:

Ultimate Goal of all Children's Programs:

"To nurture children in their spiritual growth as they develop a loving, serving relationship with Jesus and the church."

Passionate Spirituality--3 parts