

Church Volunteering You Could Actually Care About:

A Quick Guide to Help You Prepare for Ministry that Matters

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Section 1 – First Things First...

Fill Out Completely Before You Continue to Section 2

As you begin, take a moment to pray and ask for God's guidance as you use this resource.

1. Imagine you become a pastor, but you must spend 5 of your 8 work hours each day in one area of ministry. Other areas will have to suffer. What would you spend those 5 hours on? Why?
2. When you consider your experience with churches, what has annoyed/frustrated you most?
3. If money were no obstacle so you could do anything for God, what would you do?

Multiple Choice Questions – Circle the one option you agree with most.

4. Which of these careers, done well, has the greatest impact?
 - a. Counselor
 - b. Teacher
 - c. Coach
 - d. Community Organizer
 - e. Scientist
5. What about Jesus has impacted you most?
 - a. The kind of connectedness he had with the Father
 - b. The promises he makes to give people hope
 - c. The insights from his teaching
 - d. The way he trusts us with doing his work
 - e. The example he sets for dealing with outsiders
6. If you could spend 1 hour doing one of these things, which do you think you would enjoy most?
 - a. Talking with someone who doesn't know Jesus
 - b. Talking with someone about how they've encountered Jesus
 - c. Talking with someone who is discouraged and needs a friend
 - d. Talking with someone about the ideas and truths of Scripture
 - e. Talking with someone about what God is calling them to
7. If you were to spend 15 minutes praying for Christians around the world to have one thing, what would it be?
 - a. A sense of place in God's mission going forward
 - b. A heart for those who don't know Jesus
 - c. A hunger to know God personally
 - d. A sincere love for each other
 - e. A desire to deeply understand the Bible

8. Which of these words appeals to you most?
 - a. Ideas
 - b. Progress
 - c. Relevance
 - d. Ethics
 - e. Friendship

9. Which of these things would you like most to read a book about?
 - a. Supporting people through difficult times
 - b. Communicating ideas more effectively
 - c. Leading with the big picture in mind
 - d. Trends in the mainstream culture
 - e. Practical ways of enacting social justice

10. Which of these would frustrate you most in church?
 - a. Lifeless worship service
 - b. Elderly members not being visited
 - c. Preaching being bland
 - d. Ineffective organizational structures
 - e. The church ignoring the greater community

Section 2 – Going from Outside to Inside

Churches fall into the burnout trap when they merely ask people, “What does the church need done?” Potluck, worship service, Bible study, visiting the sick, maintaining the building, prayer groups, and the list goes on. We see what the church wants, and we start doing it. This is an outside motivation that will fail to keep us volunteers excited about ministry. We burnout when we do not deeply value our work, do too much, or are ill-equipped. If we take on jobs just because people want us to, we will not value the work. Since we do not value the ministry, almost any time is too much. Consider that we rarely receive training for ministry, and we have a three-part recipe for burnout.

We experience burnout a lot in church ministry, but Jesus says life should be abundant, full, joyful (John 10:10). Churches can make changes so what Jesus says becomes true in our lives. Churches help volunteers experience abundance in ministry by doing three things. First, focusing on the inside “whats” with the outside “whats.” Second, helping people plan the right amount of time for ministries. Third, training and empowering volunteers to master and lead their ministries. This booklet focuses on helping our church transition from the outside to the inside focus.

To help make the shift to the inside, we need to ask the question, “What kingdom-growing actions do I value most?” Let’s make this personal. When you decided to follow Jesus, the Holy Spirit began to transform you. God drew you to one or two specific kinds of actions. These are necessary to make the church healthy (1 Corinthians 12). When you embark on ministry that embodies these kinds of action, you will love the ministry you do. You will invest in it. You will master it more quickly.

The Five Kinds of Kingdom-Growing Action

In Ephesians 4:11-16, Paul mentions five roles Jesus has given to God followers through history. He names Apostles, Prophets, Evangelists, Shepherds, and Teachers. Each of these roles relates to an action. As you prayerfully read about each action, note how much it means to you.

Empowerment

An apostle values empowerment of kingdom workers. In Scripture, apostles functioned to lead and organize people in creating new and more effective endeavors. Paul shows empowerment. He traveled around the Roman empire planting churches. He continued to invest in these new leaders by mentoring them through his letters and visits.

Jesus values empowerment. He coached his disciples, sent them out, and debriefed with them, helping them develop as leaders. Jesus' crucifixion is an act of ultimate empowerment. He takes on our sin so we can partner in God's work.

If you highly value empowerment, you bless the church by helping people and ministries become more effective. You will thrive in **managing, coaching, mentoring, or visioning** types of roles.

How much would you say this kind of kingdom-growing action excites you? Circle your number. 1 (low) to 10 (high).

1 2 3 4 5 6 7 8 9 10

Experience

A prophet values experience of God lived out in the world. Prophets like Jeremiah, Isaiah, and Amos emphasized living ethical lives. They met with God and it changed them.

Jesus values experience. He spent whole nights alone in prayer and called people to a wholly-transformed way of life. On the cross, Jesus reconciled us to God so we can approach God boldly. When the Father looks at us, He sees what we can be in Jesus. We can have a deeper, richer experience with God because of the cross.

If you highly value experience, you bless the church by helping people stay close to God. You will blossom in **social justice, worship planning and/or implementing, prayer ministry, or spiritual direction** types of roles.

How much would you say this kind of kingdom-growing action excites you? Circle your number. 1 (low) to 10 (high).

1 2 3 4 5 6 7 8 9 10

Engagement

An evangelist values engagement with outsiders. Joseph and Daniel witness in lands of foreign gods and customs. Philip reaches out to a stranger on the road. The Bible cares about engaging outsiders.

Jesus values engagement. He invested time in outsiders, outcasts, Pharisees, and tax-collectors. The crucifixion is the greatest event of engagement. Humanity was severed from God. Through the cross, Jesus revealed God and reconnected the human race to God.

If you highly value engagement, you bless the church by helping people think beyond themselves. You will flourish in **community service and engagement, Bible study, seminar operation, online, mission trip, or door-to-door** types of roles.

How much would you say this kind of kingdom-growing action excites you? Circle your number. 1 (low) to 10 (high).

1 2 3 4 5 6 7 8 9 10

Encouragement

A shepherd values encouragement of the hurting. Barnabas shows encouragement. He stood up both for Paul after his conversion and later for John-Mark when Paul wanted to leave him behind. He believed in people. He nurtured people. David shows us a beautiful image of a shepherd in Psalm 23. God ensures the flock has green pastures and safety. This is an essential encouragement image.

Jesus values encouragement. His ministry of compassionate healing and being with people demonstrates his value of being a true friend. On the cross, Jesus encourages us. He takes our place so we can be free. We can be confident the brokenness from our habits, our hurts, and our inclinations will not last forever.

If you highly value encouragement, you bless the church by helping people experience the warmth of Christian community. You will shine in **visitation, counseling, welcoming**, or similarly **compassion-oriented** types of roles.

How much would you say this kind of kingdom-growing action excites you? Circle your number. 1 (low) to 10 (high).

1 2 3 4 5 6 7 8 9 10

Enlightenment

A teacher values enlightenment to the ways of God. Moses, Ezra, and Solomon are enlightenment-oriented biblical figures. They focused their efforts on ensuring God's people understood God's truths.

Jesus values enlightenment. He was the "good teacher" and people said he taught in more compelling ways than all others. Jesus uses stories and sayings to help people understand what God and God's kingdom is like. In the resurrection, Jesus gives the ultimate, mind-altering argument. God raised me back to life, so I must be who I claim to be. This means I, Jesus, am God and I define all reality.

If you highly value enlightenment, you bless the church by helping people understand God and Scripture. You will do well in **teaching, writing, Bible study, preaching**, or **research** types of roles.

How much would you say this kind of kingdom-growing action excites you? Circle your number. 1 (low) to 10 (high).

1 2 3 4 5 6 7 8 9 10

Five Points about the Kinds of Kingdom-Growing Action

First, more than one of these may apply to you. They do overlap. Also, you will value all of them as you become like Jesus. Yet, even as you grow into all of them, you will gravitate toward one or two.

Second, kingdom-growing actions ignite criticism. Someone who values enlightenment may criticize a preacher who spends more time visiting than studying. Someone who values experience may criticize spending hours talking about ideas instead of doing something. These criticisms can help us grow, but sometimes we need to ignore them. All of us have a role to play in the body of Christ to build the church up to maturity (Ephesians 4:11-16). Keeping this in mind helps us show grace and be patient when people are impatient with us.

Third, I have not found additional kingdom-growing actions that people value. Love could be an alternative. Something like love cannot replace these actions. These kingdom-growing actions are part of the way we see the world. Someone who values empowerment shows love one way. Someone who values encouragement shows love another.

Fourth, your top kingdom-growing actions are important for *how* you do a ministry. Be an elder who values encouragement. Be a teacher who values empowerment.

Fifth, personality is important. Imagine two people who value engagement. One is an introvert, drained by being with many people. One is an extrovert, charged by being with many people. The introvert might live out engagement with outsiders by planning outreach or caring for the church grounds. The extrovert may go from door-to-door in the community making connections with strangers.

Section 3 – Discovering Your Top Kingdom-Growing Actions

Begin by assessing your answers to the questions in Section 1. Consider talking with a mentor or church leader as you assess your answers to questions 1 – 3. Outside perspective gives clarity. For 1 – 3 answer, “Which of the five kingdom-growing actions do you see underneath your answer?” I provide an example for each.

Question 1

“Working on my sermon, because preaching is the one chance for people to really hear the Bible in the week.”

This points toward an emphasis on enlightenment, helping people understand truth.

Question 2

“The way church people are so apathetic towards each other’s problems.”

This points toward an emphasis on encouragement because it’s the lack of care and concern (encouragement) that bothers you.

Question 3

“I would travel around the world and help people without clean water get it.”

This points toward an emphasis on engagement or experience. Is your reason to build relationships around the world or to fulfil the calling to do justice to live out God’s ethic in the world?

Questions 4 – 10

For each question circle the letter for the option you chose. Then add the number of letters circled in each column. Finally, write your total in the box at the bottom of the column.

| Q# | Encouragement | Enlightenment | Empowerment | Engagement | Experience |
|----|---------------|---------------|-------------|------------|------------|
| 4 | a | b | c | d | e |
| 5 | b | c | d | e | a |
| 6 | c | d | e | a | b |
| 7 | d | e | a | b | c |
| 8 | e | a | b | c | d |
| 9 | a | b | c | d | e |
| 10 | b | c | d | e | a |
| | | | | | |

Putting it All Together

1. As you read the descriptions of the five kingdom-growing actions, which one or two did you value most?
2. As you assessed your answers to Questions 1 – 3, what kingdom-growing actions rose to the surface?
3. What two kingdom-growing actions do you appear to value most from Questions 4 – 10?
4. After all of this, prayerfully consider the answer to this question. What two kinds of kingdom-growing actions do you value most? If your answers to 1, 2, and 3 above conflict, I recommend giving 1 the most weight, then 2, and then 3.

Other Questions to Consider

How much time do you realistically have for ministry monthly/weekly?

Are you more extroverted or introverted?

Do you like to be detail-oriented or to complete tasks quickly?

What skills do you have that you are willing to use in ministry?

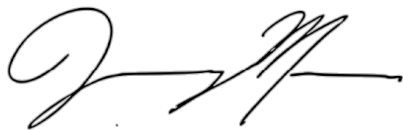
Are you interested in: Audio/Visual, Finance/Stewardship, Website/Social Media, Photography/Video, or Maintenance?

Congratulations!

By going through this, you have made great progress in saving yourself from burnout and experiencing life more abundantly.

As the Pastor of Healing Hope, I want you to know I am committed to helping you grow. My dream is that this resource will help our church family develop a shared language. Whether someone is part of a team finding ways for people to be involved in ministry or considering how they can be involved themselves, this shared understanding will help us move forward to a more abundant family life.

May you be filled with joy as you explore how God is working in and through your life.



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