

TURNING BENCHWARMERS INTO PLAYERS

– How to Recruit, Equip, and Motivate Volunteers –

Ephesians 2:8-10

I recently ran across startling information from a survey involving 5,000 pastors. The question presented to these pastors was, "What is the greatest need for strengthening the local church?" Of the 25 possible responses, 98% of the pastors surveyed selected as either their first or second choice, "Getting people involved in ministry."

It is sad that our churches are filled with spiritual spectators instead of participants! Scripture is clear:

- We have been _____ for ministry – Ephesians 2:10
- We have been _____ for ministry – I Peter 4:10
- We have been _____ for ministry – Matthew 28:19, 20

I. DEVELOP A RECRUITMENT STRATEGY

- A. Identify ministry _____ (be thorough!) and create a simple _____ highlighting available positions.
 1. Group by _____ (i.e. Sunday school, bus ministry, music ministry, etc.)
 2. Provide _____ information concerning every position.
 3. Update on a _____ basis.
- B. Survey _____ for potential workers.
- C. Write _____ for every position.
- D. Establish minimum _____ for workers:
 1. Be _____!
 2. Be _____!
 3. Be _____!
 4. Be _____!
 - Apparel
 - Visitation
 - Bible Version

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- Attendance
- Social issues (alcohol, tobacco, etc.)

E. Create a _____ of service:

1. _____ and preach service!
2. _____ service!
3. _____ service!
4. _____ service!

F. Appoint (or hire) _____ to lead departments or ministries.

G. Develop a system of _____ workers.

H. Recruit to a _____, not a job!

I. Make the “_____” an easy one.

J. Recruit to fulfill the church’s _____.

1. Evaluate _____ ministry and connect it to the mission!
2. Avoid “_____” ministries which are not connected to the mission!
3. Reject _____ ministries which are not connected to the mission.

K. Teach the “_____” principle:

Spiritual Gifts

Heart (passion)

Abilities

Personality

Experience

If you want to be happy, lower your expectations; If you want to be successful, elevate them!

II. FOCUS ON EQUIPPING

Ephesians 4:11,12

A. The Challenge

- It is the _____ responsibility of pastors and leaders to equip the saints (members) for the work of the ministry!

“Leaders are at their best when they are raising up leaders around them.”

1. It is all about _____ development!
2. It is all about _____!

B. The Comparison

1. The word “perfecting” means to equip, outfit, prepare, or _____ what is _____.
2. Our English word “perfecting” is the same Greek word (katartizo) used for “_____” (Matthew 4:21; Mark 1:19)
 - It is a _____ process!
 - It is for the purpose of _____!
 - It is done so the laborer can be more _____!

III. LEARN TO MOTIVATE

A. In a _____ world there are incentives that help in leading.

1. The _____ you pay!
2. The _____ you hold!
3. The _____ you have!

B. In a _____ world the incentives are different.

1. In place of money, you create _____!
2. In place of position, you lead by _____!

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3. In place of power, you develop _____!

C. Christian volunteers are _____ in response to five questions.

1. Where are we _____?

- The issue is _____!

2. Why is it _____?

- The issue is _____!

3. Can we go _____?

- The issue is _____!

4. Is it really going to _____ anything?

- The issue is _____!

5. Does what I do really _____?

- The issue is _____!

You can make excuses, or you can make progress, but you can't make both!

