



Some Elements of a Paradigm Shift in Ministry

FROM

TO

Volunteerism

Ministry or Shared Ministry

Volunteers

Ministers

Time and talents

Gifts for ministry

Staff and other leaders “do ministry”

Staff and other leaders “empower people” and “facilitate ministry”

Focus on programs, tasks, and jobs

Focus on people

Congregation is focal point of ministry

Focus of ministry is beyond congregation—in families, workplaces, schools, and community

Volunteers assist the staff, who are the decision makers and the real ministers

Lay members and paid staff minister in dynamic partnership, sharing power and decision making

Leaders act as “Lone Rangers”

Leaders collaborate and work as partners

Gifts = Talents

Wholistic approach to gifts

Volunteering is a duty

Ministry is a loving response to God’s gifts

Volunteerism emphasizes recruitment and filling jobs

Shared ministry is understood as a system with many aspects

Spirituality is a part of our lives evidenced on Sundays and during prayer

Spirituality is integral to all of our life activities



Some Elements of a Paradigm Shift in Recruitment¹¹

FROM

The Problems

Women employed.
Busy lives.
People are apathetic; they just don't care.

Underlying Attitudes

If people cared, they'd come forward on their own.
"Ain't it awful!"
There is a scarcity of people to tap.

Key Questions

"Who can we get?"
"Who's the best person for this job?"

Approaches and Methods

Emphasizes problems and needs.
"Fill the slot and forget 'em."
Beg for help or arm twist.
Guilt.
Dishonesty. "Nothing to it!"
"No one else will do it."
"I hate to ask you, but . . ."

The Positions

Jobs last forever.
Jobs keep expanding.
Jobs are large, demanding.

Results

Diminishing pool of volunteers.
Negative environment.
Burnout.
Exclusive; "faithful few."
"If you don't minister within the congregation, your ministry is not valued."

TO

The Challenges

Expanding roles and opportunities for ministry both within and beyond the congregation.
Providing diversity of choices.
Developing nurturing, inviting, and energizing environment for ministry.
Techniques for discovery of gifts.
Communicating meaningful messages.

Underlying Attitudes

We need to learn how to be proactive and outgoing with our invitations.
"This is an exciting time in the church!"
There is an abundant pool of potential volunteer ministers, larger than the number of members.

Key Questions

"What can we offer?"
"Whose gifts best fit this ministry and which ministry offers the best opportunity for this person?"

Approaches and Methods

Emphasizes opportunities/challenges.
Works on processes before and after recruitment in systems approach.
Invitational with emphasis on messages.
Nonjudgmental.
Respectful and honest.
Uses position descriptions for specificity.
"I'd like to invite you to..."

The Positions

Positions are time-limited.
Position descriptions set boundaries.
Diversity of positions to appeal to different time schedules and gifts; broad use of mini-ministries.

Results

Expanding pool of potential volunteers.
Positive, energizing environment.
Increased self-care.
Inclusive.
Congregation gives strong support to those whose primary ministries are beyond the congregation.