WONDERFUL WORKS

Equipping Churches To Serve Families Affected By Disability

5 Questions for Ministry Planning
Question 2 - Who Do You Need?

Ministry is all about who you serve AND who serves with you. That's why building your volunteer team is the most important step to creating a sustainable ministry. If you want to put the right people in the right roles, start with the three steps below.

Step 1 - Write down your goal, then write down all of the roles needed to accomplish it.

• **Example** - If your goal is to provide Buddies for children who have disabilities each Sunday, you might need the following roles to achieve this:

Administrator - The person who schedules the buddies.

Behavior Support - The person who trains and equips Buddies on how best to support the students.

Buddies - People who stay with a child during service and support as needed.

Resource Room Manager - A person who stays in the break space area all of the time, so that a child and his buddy may use the break room as needed. This fulfills church safety policies, such as one adult never being alone with a child.

Step 2 - Write down three competencies for each role.

• Competencies are traits that people already possess. Matching someone with a personality that naturally fits with each role is the best place to start.

• **Example** - An Administrator should have these competencies - Organized, Good Communicator, Self-Starter (can define tasks, execute them, and delegate too.)
A Disability Ministry Buddy should have these - Calm, Warm, and Firm (can enforce boundaries in a compassionate way).

Step 3 - Recruit

• Look at your list of roles, descriptions, and competencies. Now think who you know who matches each one. If you don't have anyone, where can you start looking?

• Once you decide who is a fit make a personal invitation.

• Once key roles are filled open up recruiting to the general church.

• Watch Wonderful Works - [Recruiting with the Gardening Approach](#) to learn more about effective ways to recruit.

I praise you because I am fearfully and wonderfully made;
your works are wonderful, I know that full well. - Psalm 139:14