



TOPIC 5, EPISODE 1—LEADERSHIP TEAMS

GOOD PEOPLE

- The person who champions a disability ministry may be a person with boundless energy and abilities. But we are all limited by time and a finite capacity. No one person, volunteer or staff will be able to master every role or have the time to complete all the necessary tasks alone. A team is needed for an effective ministry.
- The disciples found this to be true in **Acts, chapter 6** when the number of followers was rapidly increasing. The Grecian widows were being neglected in the distribution of food. So, the disciples gathered and appointed seven men full of the Spirit and wisdom to focus on the task. This resulted in the Word of God being spread.
- Many opportunities to advance a vision will be missed if the leader tries to lead alone. There can be a multitude of reasons why leaders choose to lead alone:
 - The vision and mission for disability ministry are not clearly defined or easy to explain.
 - Buy-in or commitment from pastors and church leaders is low.
 - There is minimal awareness in the congregation.
 - The ministry leader is not sharing with others their passion for the ministry.



(CONTINUED ON NEXT PAGE)

GOOD PEOPLE CONTINUED

- Leaders who do not surround themselves with other good people will be limited by time, abilities, ideas, and personal relationships. There are many roles necessary for an effective ministry with people with disabilities, and each is important. It is vital to find people filled with the Spirit and wisdom to fill those roles.
- Whether this is a new or an existing disability ministry, a leadership team is needed. The team could include volunteers, family members of someone with a disability, or church members who have a passion for those with disabilities. This team will shape the vision and mission and define the model for the ministry.
- Every person who joins the leadership team will have their own-circle of friends where they have influence. This can be helpful in bringing new participants to the overall Friendship group. All team members can be helpful in recruiting others to the leadership team and companion roles.
- Every person who gets involved comes with a variety of giftedness and talents needed to provide the ongoing guidance for the ministry.
- The best way to recruit and retain team members is to define multiple points of entry, or roles, based on the needs of the ministry. It is important to help match the giftedness and talents of members to specific roles. The more points of entry you offer, the more opportunities you have in recruiting new people.
- It is important to give every team member a sense of purpose by giving them specific responsibilities. When a person embraces the vision, he/she will be spiritually nourished and likely to remain part of the ministry for a long time. A vital step in retaining a team is to help them find their place in the ministry.
- Leadership Teams are made up of four to six volunteers who are all involved in the ministry. The leadership team is not the oversight committee of church staff. It is made up of members who are actively involved in the ministry.

(CONTINUED ON NEXT PAGE)

GOOD PEOPLE CONTINUED

- If the Friendship group is small, everyone may be on the team. It is a good idea to include family members of friends with disabilities on the Leadership Team.
- Leadership Teams should meet at least three-to-four times per year to schedule Friendship group meetings, including social events and service projects. These are special meetings beyond the ongoing Friendship group gatherings.
- Leadership Teams define the various roles necessary for your group, and delegate tasks to team members. This takes the pressure off one person planning everything and prevents burn out. The Leadership Team can also help strengthen Christian community and communication between volunteers, families, and direct support staff.



<https://connection-ministries.org>