

ONTARIO CONFERENCE LEADERSHIP TRAINING 2023

PERSONAL MINISTRIES LEADERS TRAINING

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Assumption behind This workshop

- “... Whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave—just as the Son of Man did not come to be served, but to serve, and to give his life a ransom for many.”

-Jesus (Matt. 20:25-28)



What is Leadership?

- It is more than maintenance.
- It is NOT Lordship
- It is servant hood.
- It is influence



TOTAL MEMBER INVOLVEMENT



What is Leadership?

- It is process.
- It is trust and respect
- It is presence.
- It is purposeful.



What is Leadership?

- It is a sacred trust in which the well-being of people is put in your care.
- It is a sacred trust placed upon you first by God and then by those who put you in the job:- John 15:16



What is Leadership?

- Leadership is ministry. Leadership guides the people of God, helping them to fulfill their calling and mission.



TOTAL MEMBER INVOLVEMENT



Qualities of Church Leadership

- Leaders must be **visionary**.
- A visionary sees not just the trees but the forest.
- A visionary is bifocal
- A visionary begins with a vision
- A visionary communicates the vision





Qualities of Church Leadership

- Leaders must be **instruments of change**. Leaders must encourage change from the maintenance mentality to the growth mentality.
- Leaders must be mission focus
- (Do not change just for changing sake.)



Qualities of Church Leadership

- Leaders need to be **patient** as they try to influence and motivate their followers toward change.
- Leaders need to be **sensitive** to people's feelings and needs, and yet be able to deal with criticism.



Qualities of Church Leadership

- Leaders must be **spiritual**. (Christ-led)
- Leaders must **love God and the Church**
- Leaders need to be **humble**. Be more interested in service than the applause



Qualities of Church Leadership

- Leaders must have **Integrity**. Not afraid to call sin by its right name.
- Leaders must be **Builders**. Invest time and energy in people
- Leaders need to have **Faith**. Must be willing to take risks.



The Call to Leadership

- It is a call to a position.
- It is a call to a relationship with both other leaders and the people to be led.
Leaders are always members of a team.
- It is a call to action. Leaders make things happen.



Leadership Functions

- The effective Leader will cause or help certain things to happen.
- They will help the department to get organized.
- They will help establish cooperation, involvement and interaction.



What is Christian Leadership?

- It is love centered leadership.
- It models Jesus' style of leadership.
- It is shared leadership.
- It is servant leadership





Principles of Servant Leadership

- Servant Leaders serve the mission
- Servant Leaders humble themselves and wait for God to exalt them
- Servant Leaders follow Jesus rather than seek a position.



Principles of Servant Leadership

- Servant Leaders give up personal rights to find greatness in service to others
- Servant Leaders take up Jesus' towel of servant-hood and meet the needs of others.



Principles of Servant Leadership

- Servant Leaders share their responsibility and authority to meet a greater need.
- Servant Leaders multiply their leadership by empowering others to lead.
- Servant Leaders are loving listeners





DISCIPLES

- Servant Leaders are **Disciples of Christ**
- **Disciples** learn to make other **Disciples for Christ**
- **As Disciples our task is to move people from membership to Discipleship**

Personal Ministries Leaders



- The role of Personal Ministries Leaders and the Personal Ministry Council is to partner with the local pastor to help the local church members to become disciples who would then reach out in the name of Christ and disciple men and women into the fellowship of Christ.

Personal Ministries Leaders



- The Personal Ministries leader is elected by the church to lead in training and directing the church in active outreach (missionary) service and is chairperson of the Personal Ministries Council. It is the leader's duty to present to the church, in the monthly Sabbath Personal Ministries service and in the church business meetings, a report on the total outreach (missionary) activities of the church

Personal Ministries Department



- “The Personal Ministries Department provides resources and trains church members to unite their efforts with the ministry and church officers in the final proclamation of the gospel of salvation in Christ. The aim of the department is to enlist every member in active soul-winning service for God.”
- -Church Manual 97



Personal Ministries Council

- “The Personal Ministries Council guides the outreach (missionary) efforts of the local church and works under the direction of the church board. The council should meet at least once each month. This council shall consist of the following:
The Pastor, an Elder, the Treasurer and leaders of the other departments of the church” - Church manual 97





- Personal Ministries leader (chairperson), Personal Ministries secretary, Pastor, an elder, Church treasurer, Community Service Leader, Interest coordinator, Health Ministries leader, Communication secretary, Sabbath School superintendent, Youth leader, Children's Ministries coordinator, Family Ministries Leader, the Head Deacon and Deaconess. The Personal Ministries Council may assign subcommittees for specialized tasks as deemed necessary. All subcommittees report to the Personal Ministries Council.





Strategic Plan

- Simply put, strategic planning determines where the department is going over the next year or more.
- How it is going to get there and how it will know if it got there or not
- The focus of a strategic plan is usually on the entire organization



Strategic Planning

- Clearly defines the purpose of the organization
- Establishes realistic goals and objectives consistent with the Church mission in a defined time frame
- Communicate those goals and objectives to the membership



Elements of the Strategic Process

- **Assess where you are:** This requires a clear understanding of the situation facing the organization/church – (SWOT)
- **Understand Who You are and Where You want to go:** Examine your vision, mission and values.



- **Learn How to Get There**: This is the nuts and bolts of the strategic plan.
- **Make the Journey**: Translating strategy into action.
- **Check Your Progress**: Continuing assessment of the department





Needs Assessment-Internal

- **SWOT Analysis** –
- **NCD Survey** -
- It is a need assessment survey done by church for the church
- It is a tool used to facilitate a strategic review/planning of church
- It focuses on key factors pertinent to its purpose and vision
- This assessment should be done at least once every five years



Needs Assessment-External

- This requires an understanding of the community in which the church exist
- Conduct surveys in community
- Obtain data from statistic Canada
- Gather information from city about needs of city
- Collate information



Visioning and Strategic Planning

- A vision is like a dream
- **A Vision** refers to the overall image of the church/department and pictures a future condition that is better than what now exists.
- Vision – What we hope to accomplish



Visioning and Strategic Planning

- The Vision is often shaped in part by the unique features of the church congregation, the needs, interests and longings of the people and the community
- The vision should be stated clearly and concisely
- The church must care about it passionately



- **Mission**: Jesus' mission statement can be found in Luke 4: 18-19 (To seek and to save)
- **The Mission** addresses the purpose. Why are we here? What we have to do.
- The Mission refers to the purpose of the church/department



- **Goals:** These are general statements of what we intend to achieve as a church or department.
- Goals need to be in harmony with the mission and vision.
- Goals are usually long range i.e. over a period of a year.
- Goals are sometimes used interchangeable with objectives



- **Objectives:** Clarify in specific terms what the church or department wants to do.
- Objectives grow out of dialogue and relate to the goal the mission and the vision.
- Objectives can be seen as mini-goals



- Objectives state what must be accomplished to reach the goal.
- Objectives usually begin with the word “to” followed by an active verb.- “to promote”



TOTAL MEMBER INVOLVEMENT



Examples of Objectives

The Department/Church would be able:

- (a) To conduct a parenting seminar during the first quarter
- (b) To invite 10 visitors to Church each month
- (c) To conduct three bible study each month



- **The Action Plan:** This refers to the activity we engage in to achieve the objective.
- It can be referred to as the strategy.
- It challenges all to work the plan.
- It is usually specific. Eg. Contact visitors within one week of their visit.

- NB: It is not always necessary to include all components in the planning process all the time.



The Budget:

- It is the financial plan when completed informs all regarding the cost of achieving all the stated objectives.
- It is fundamental to the planning process
- It grows out of the stated objectives
- It should be realistic and relate to the task to be accomplished
- Individual department budgets help to frame a comprehensive budget



Marketing Your Ministry

- Relational media- person to person contact using a flyer
- Formal media- direct mail
- Public media- newspaper, radio/TV
- Social Media – Facebook, Instagram, Twitter, etc



Suggested Projects and Events

- Adopt a Child in Need
- ADRA annual appeal
- Aids Ministry
- Bible studies
- Christmas party for homeless/underprivileged children
- Community Bible Class
- Cooking Class



- Daniel Seminar
- Discover Bible school –inperson and online
- Health Screening
- Flea Market Ministry
- Parenting seminar
- Revelation Seminar
- Money management seminar
- Family drug prevention
- International festival



- Vacation Bible school- in partnership with Children Ministry
- Community Coronary Risk Evaluation
- Spiritual retreat for non-members
- Single Parents workshop
- Marriage Workshop
- Public evangelism
- Smoking awareness event
- Holy week evangelism

Questions?



TOTAL MEMBER INVOLVEMENT