



part 3 of 3—

Building an Effective Children's Ministry Team in the Smaller Church

by Joey Ellis

Training

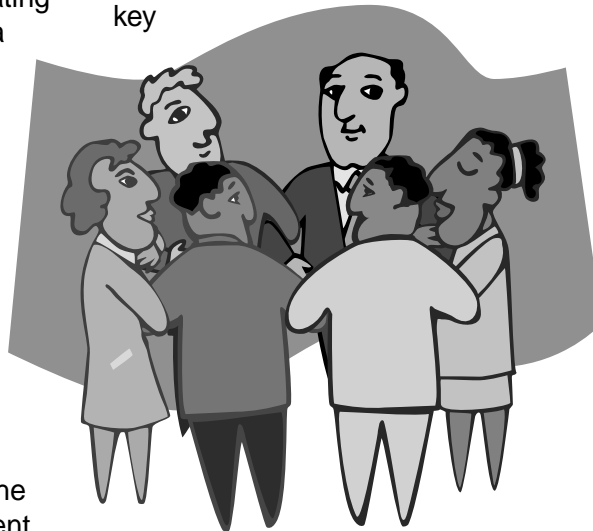
When people catch the vision and commit to ministry, they sincerely want to do a good job. Yet in many cases they have never received training for their ministry. Training builds confidence. There is nothing more frustrating than spending an hour with a group of kids in a classroom and not knowing what you are doing. Too often volunteers find themselves teaching a class without being properly equipped. This is discouraging for your leaders and your children.

Training is essential to the long-term growth of your children's ministry. When a young man or woman joins the armed forces, he or she is sent to basic training to be trained for battle. We are training our children's leaders to do battle for the spiritual lives of our children.

Training events can be as simple as having one of your experienced teachers conduct several classes on creative teaching techniques. Send your team to a training event at another location or invite an outside ministry into your church to help train your leaders.

Invest in your team. Most districts have Christian education

conventions. Several children's ministries conferences are held each year. Be willing to invest financially in your teachers. In a small church, finances may not permit paying for everyone to go to a conference. When you meet with your key



lead-ers, explain your desire for training. Communicate the financial limitations of the church. If there is a church vehicle they can use, have the church cover the vehicle expenses. Maybe the church can only pay the registration fee or one-half of the registration. When teachers sense your desire to help them minister to children by providing training, they will love you for it and will make an extra effort to attend training events.

Building an effective children's ministry team is critical for any church that desires to reach this generation for Christ. Small churches have opportunities for growth that are unique to their situation. Your team of volunteers can be built around a safe, sanitary, loving, and creative children's ministry. By using these principles, you can build a children's ministry team that will effectively teach and train your kids in their walk with Christ.

Beyond the director's position, ministries can be divided by function and responsibility: nursery, preschool, children's church, Missionettes, Royal Rangers, Junior Bible Quiz, children's choirs, puppet and drama teams, Sunday School, and outreach. Each of these ministries needs one key leader or overseer. Do not try to fill all of these positions at one time. Start with the position that seems easiest to fill and then train its leader. Some people may be able to oversee more than one area. But make sure the people you select to lead children's ministries positions also have the opportunity to receive ministry themselves.

Questions for Further Study—

1. What makes people sincerely want to do a good job?
2. What builds confidence?
3. What is essential to the long-term growth of your children's ministry?
4. How can you invest in your children's ministry team?