



part 3 of 3—

Being a Pastor / Coach to Your Children's Ministry Leader

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3 Empower the Children's Ministry Leader

Turn your children's ministry leader loose to do what God has called him or her to do. One of the most frustrating things for an assistant pastor or a lay volunteer ministry leader is having responsibility but no authority—being given a task but not the freedom to do it.

Some pastors are good at asking someone to do something, but not good in letting him or her do it. Let's face it—they probably won't do it like we would, or as well as we could (at least at first). But if we insist on monitoring their every move, we will stifle their enthusiasm, creativity, and desire to do what God has called them to do.

Here are a few practical tips on empowering others to minister:

Establish Boundaries

Discuss with your children's ministry leader what you expect. Let him know if there are some things he is not permitted to do.

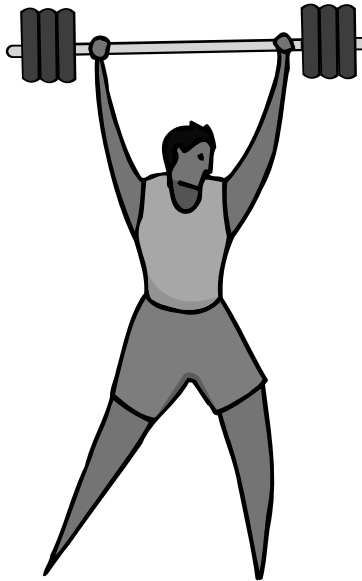
Discuss Lines of Accountability

To whom is the children's ministry leader accountable? With

whom will he meet on a regular basis to discuss the ministry?

Discuss Compensation

Is this a voluntary ministry position? Is there part-time pay? If your children's ministry leader



is full-time, how much will he be paid? Are there other benefits, such as health insurance, vacation, mileage, or ministry expense reimbursement? To avoid misunderstanding later about the compensation package, spell out the details in writing when you hire your children's ministry leader.

Communicate

When bringing in a new chil-

dren's ministry leader, be sure your church leadership, children's workers, and congregation are made aware of his responsibilities and expectations. While specifics of compensation are certainly not to be shared with the congregation, it is important for them to know whether this person is full-time or part-time and what his or her individual responsibilities are. This communication benefits everyone.

From time to time, give your children's ministry leader an opportunity to speak to the adults for a few minutes during the Sunday morning service, or let him preach on Sunday morning. When you allow your children's ministry leader to share his heart with the adults, you are empowering that person and making effective children's ministry more possible and probable.

Encourage and expect your children's ministry leader to try new things, be creative, and make mistakes. You may have a burn mark on the new gym floor (as we do) when an illustration doesn't go exactly as intended. But it's not the end of the world. Maturing disciples—not having a stain-free floor—is our goal.

As pastor-coaches, the members of our team may sometimes disappoint us. But let's not forget the many times they have made us proud. If we will do our best to prayerfully and wisely select the best individuals to lead our children's ministries teams; if we will do our best to equip our children's ministry leaders to do the

best possible job they can do; and if we will empower them by turning them loose, we will have many joyful experiences and positive memories.

Questions for Further Study—

1. What steps can you take to empower your children's ministry leader(s)?

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