

# CHURCH VOLUNTEERS **GOD'S WORKERS**

Identifying and Maturing Them

Vol. Two



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**WOLE ADEYI**



Trendy Africa Publishing LLC

## Church Volunteers: God's Workers... IDENTIFYING AND MATURING THEM. Vol. Two

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### Cataloging-in-Publication Data

Wole Adeyi

Church Volunteers: God's Workers...Identifying and Maturing Them. Vol. Two

ISBN-13: 978-0-985-08152-2 (Paperback)

ISBN-10: 0-9850-8152-2 (Paperback)

1. Inspiration - Non-fiction 1. Title

Designed by Trendy Africa Graphics Dept.

Published in Dallas Texas by Trendy Africa. A registered trademark of  
Trendy Africa Publishing LLC. [www.trendyafrica.com](http://www.trendyafrica.com) [info@trendyafrica.com](mailto:info@trendyafrica.com)

Printed in the United States of America



## DEDICATION

This book is dedicated to my Lord Jesus Christ for calling me to this ministry. Unto Him only be all the glory, honor, and praise forever.

Also to all men and women in pursuit of kingdom truth who are willing to give and be given for it. And to millions of people that will be blessed through this book. May the Lord make you true workers indeed as you continue to work in His vineyard.



## ACKNOWLEDGEMENTS

With Special Thanks: To my Lord and Savior; my Help in ages past and my Hope for years to come. Thank you for entrusting me with Your precious Words. I will forever be grateful for the privilege of sharing your Words.

To my pastors: Pastor Biodun and Biodun Coker: Thank you for teaching the uncompromisable Word of God so clearly and concisely to us for years. Your work has not been in vain. It is an honor to be your spiritual son. My wife and I are glad to call you Dad and Mum. We will forever be grateful for your belief in us. Thank you for loving us dearly and for all that you do endlessly for us. Thank you for always being there for us.

Pastor Leke and Boade Akinola: The General Overseer of the Upper Room Baptist Church, Nigeria. Thank you for the great privileges and opportunities that are made available to me and my family. You fed and nurtured us from our spiritual infancy till you felt we were of age. Thanks for being consistently there and for being a great Teacher.

I write this book with great appreciation for having worked with many outstanding leaders over a fifteen-year period. I will always be grateful to, Pastor Segun and Ronke Osunsan; Pastor Ropo and Laide Tusin; Pastor Tunde and Sade Badru; and many others, for the opportunity to have served in their respective ministries. The training I received from them is invaluable. Serving under these men of God provided insights on working with people pos-

sessing different and complementary gifts, and also enabled me to see the power of teamwork in operation. I thank you for modeling Christ to us. I doff my hat and I salute you!

To all my siblings, family members, and great friends who have prayed and given me encouragement along this new and exciting journey, and whose lives have contributed immensely to helping my family find purpose and achieve destiny. You have sown seeds into my life that will produce a tremendous harvest. I extend my deep gratitude to you all and thank you for believing in me.

Thanks to Winnie Aduayi who did the editing and managed the publication. I appreciate your very useful comments. May the Lord bless you.

Rex Nwakamma: The Executive Chairman of NACEDRAM: I cannot, but acknowledge you for always going the extra mile for me as concerning the ministry of drama and film production. You are a delight to work with. Thanks for keeping me inspired.

I acknowledge the support of the membership, leadership, friends and partners of Rockshield and Flaming Sword Ministries Int'l within and outside Dallas, Texas. Without you, most of the things we do would probably have been impossible. The Lord reward everyone of you!

To my wife, Bambo Adeyi: Thank you for your patience and love. I could not have completed this book without your support. Thank you for allowing me to stay focused.

And lastly, to my three wonderful wise men (Ife, Ayo, Ore), and my precious jewel (Anjola). Thank you for your support throughout this project. You are always there, pressing me to keep going.

It is with much heartfelt gratitude I acknowledge and express my special thanks to you ALL.

Wole Adeyi



## FOREWORD

Although Jesus Christ came to accomplish our redemption, and to establish our salvation, yet He did not come for His own business, but His Father's business. Luke 2: 49 -***And He said unto them, How is it that ye sought me? wist ye not that I must be about my Father's business?*** Jesus did not come for His personal business, but for His Father's Business. This is instructive and cardinal to our service in the house of God. As workers and Volunteers we are not in the "Pastor's Business" not even the "General Overseer's Business" and certainly not our Personal Business, but in "The Father's Business". Jesus made this clear to us in John 20:21: ***"Then said Jesus to them again, Peace be unto you: as my Father hath sent me, even so send I you"***. In other words, Jesus came for the Father's Business and in the same manner we are in the Father's Business.

Many are called into the Father's business, but only a few are chosen. (Matthew 22:14). This book is a guide to moving you from the "called" to the "chosen". It is a guide to groom the "called" to the "chosen" and a guide to fulfillment in the Father's business. A must read for Church Volunteers and Workers who desire not just to be called, but to be chosen; and a must read for Church leaders who need to work with the "chosen" and not just the "called". Only the chosen will finish strong; it is not enough to be called, but you must be chosen. Identifying the volunteers and workers in the house of God requires deep insights, maturing them is even far more crucial. When they are identified, they



are called, and as they mature they are becoming the chosen. This book will certainly take you through this journey successfully.

Shalom!

**TUNDE BADRU**

Redeemed Christian Church of God

The King's Palace, Katy, Texas USA



## AUTHOR'S VIEW

*This book is a MUST if you desire to maximize your personal performance and increase your effectiveness as a team player in your local Church. CHURCH VOLUNTEERS "GOD'S WORKERS" Volume two, will get you fired up, geared up, tuned up, and ready to make a meaningful contribution to the Kingdom of God*

*I am also thankful for the countless interactions I have experienced with other leaders throughout my years of traveling and ministering in several Churches in many states and various countries. All of these interactions throughout my time of ministry have given me numerous windows into Church worker issues, giving me the opportunity to observe both positive and negative aspects of ministry relationships.*

*This book can be read by an individual with great benefit, but I believe the greatest benefit of this book will be found in group study and discussion. I envision Church workers and leadership teams reading this book as a "worker devotional". I believe that doing so will help produce the results described in Hebrews 10: 24-25. "And let us consider one another in order to stir up love and good works, not forsaking the assembling of ourselves together, as is the manner of some, but exhorting one another, and so much the more as you see the Day approaching".*

*Finally, in reading this book, please keep in mind that I am presenting many ideals. We are all at different levels of growth, maturity, development, and even commitment. The content of this book is not meant to be a rigid standard by which people are judged and condemned for not measuring up. I pray that this book will be read and applied with grace and understanding that we are*

*all growing and that we are all a work in progress. If God had to wait until we were absolutely perfect before He could use us, none of us could serve Him. It is my prayer that those reading this book will aspire to be the best they can be for the Kingdom of God and will seek to grow into all that God has for them. We shall increase in our value and contribution to His Kingdom, in Jesus name.*

**Wole Adeyi**





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## INTRODUCTION

*As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received. Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace. There is one body and one Spirit, just as you were called to one hope when you were called; one Lord, one faith, one baptism; one God and Father of all, who is over all and through all and in all. But to each one of us grace has been given as Christ apportioned it. (Ephesians 4:1-7). .....*

*.....It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work. (Ephesians 4: 11-16).*

Having established in volume one that a Church volunteer is different from a secular volunteer and that for the purpose of clar-

ity, I prefer to use the terminology “Church Worker” rather than “Church Volunteer.” So also, in this book, when you see “Church Worker”, know that I am referring to you who volunteer or want to volunteer in the Church, and not a person who works in the Church and gets paid a salary.

It has been established in volume one that Church volunteers known as Church workers are vital to Churches, and that is why every effort needs to be made to identify, attract, and mature them in Christ. I think it is good enough to begin with a fact that volunteering to serve is a privilege because God has many vessels He can use to do His work. As a child of God, you should be able to work and serve Him anywhere; whether in your office, community, home, or Church. If you look closely, you will spot volunteers serving everywhere around you from office operations to Church ministries. Although the context of this book is narrowed down to serving in your local Church ministry. Without a doubt, Church Volunteers are vital to the local Church. The question is how can Churches find and mobilize volunteers today? Or how can the Churches develop and mature their Volunteers? This book will provide answers in these areas of discovery and development.

**...the Ministry of the Church is centered on discipleship and is waiting for the availability of vessels to be used**

When Churches understand that since volunteers are unpaid and that their involvement is ongoing, such Churches should take a positive approach to discovering, attracting and developing them. Finding volunteers is one thing; maturing them is another. Among others, Churches make volunteering remarkable through various means. These could be by communicating ‘Christ-centered’ goals effectively; making the volunteer experience meaningful; making volunteering easy by providing ongoing support; encouragement and feedback are also necessary.

Churches who tap into these secrets will find it easier to attract and develop them.

Just as the entire creation is waiting for the manifestation of the sons of God; so the Ministry of the Church is centered on discipleship and is waiting for the availability of vessels to be used. Christ-centered volunteering transcends working in the Church, but much more in the community. This is because charity and honor begins at home. If every Church worker make their services

**If every Church worker  
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Christ-centered, then  
the result will be worthwhile and reflect on  
the society**

es Christ-centered, then the result will be worthwhile and reflect on the society based on the fruits it will bear. Unfortunately, many only work in the Church without Christ in focus and without His love in their hearts. So to say, they do God's work in the Church

where they can easily be seen and praised by men, but do their own work outside Church where no one sees them. It is a shameful thing for such to be called Church workers!

***Nevertheless the foundation of God stands sure, having this seal; The Lord knows them that are His. And, let everyone that name the name of Christ depart from iniquity. (2 Timothy 2:19). But he shall say, I tell you, I know you not whence ye are; depart from me, all ye workers of iniquity. (Luke 13:27).***

Church volunteers are a great potential in our Churches. They become great vessels in the hand of God when their contribution is well tailored towards knowing God and making Him known. Unfortunately, many of today's Church leaders are placing themselves at the center of focus by using the volunteers for their selfish benefits. The truth is that volunteering empowers individuals and enriches Churches through the fruits it bears. (John 15: 1-10,



16). It is essential for every Church to uphold an effective volunteer program through an understanding of what motivates and develops a volunteer.

It is also important for volunteers to know and understand if the Church to which they freely offer their services is operating under the fear of God, based on its love for God. This is evidence that such worker knows who he or she believes in. It is well believed that every Church goal should be “Christ-centered”.



## CHAPTER ONE

### WHY VOLUNTEERS

*So when they had dined, Jesus said to Simon Peter, “Simon, son of Jonah, lovest thou me more than these?” He said unto Him, “Yea, Lord; Thou knowest that I love Thee.” He said unto him, “Feed My lambs.” He said to him again the second time, “Simon, son of Jonah, lovest thou me?” He said unto Him, “Yea, Lord; Thou knowest that I love Thee.” He said unto him, “Feed My sheep.” He said unto him the third time, “Simon, son of Jonah, lovest thou me?” Peter was grieved because He said unto him the third time, “Lovest thou me?” And he said unto Him, “Lord, Thou knowest all things. Thou knowest that I love Thee.” Jesus said unto him, “Feed My sheep. (John 21: 15-17).*

*For I was hungry, and ye gave me meat: I was thirsty, and ye gave me drink: I was a stranger, and ye took me in: Naked, and ye clothed me: I was sick, and ye visited me: I was in prison, and ye came unto me. Then shall the righteous answer him, saying, Lord, when saw we thee hungry, and fed thee? or thirsty, and gave thee drink? When saw we thee a stranger, and took thee in? or naked, and clothed thee? Or when saw we thee sick, or in prison, and came unto thee? And the King shall answer and say unto them, Verily I say unto you, Inasmuch as ye have done it unto one of the least of these my brethren, ye have done it unto me. (Matthew 25: 35-40).*

In John 21:15-17, Jesus admonished Peter to identify and mature HIS lambs by giving them nourishing food through spiritual feeding until they grow to become HIS sheep. Then He said it again a second time, feed my sheep, and still repeated the same a third time. Jesus was telling Peter to grow the lambs until they become sheep, and after that they should still remain sheep. In Churches and ministries, lambs are to grow to become sheep and remain sheep.

The New Testament instructs those who would be followers of Jesus to feed the hungry, clothe the naked, give shelter to the homeless, heal the sick, care for the widows, and nurture the children. We are told that Jesus came so that we might be able to get saved by knowing Him, and save others by making Him known. (Mark 3:7-15). Every child of God is called to serve Him; and you can only serve when you know Him, and by serving you are making Him known through your actions (works). We are called wherever we are in the world, to love all of God's creation and to demonstrate that love with action. Therefore, putting our faith into action is at the very heart of our Christian calling and not just something that we do in our spare time.

Every person in the Church has the opportunity to serve and to live their calling and their lives more faithfully. And when we reach out in this way, using what God has given us in the service of others, we have "life-transforming" experiences.

**Every person in the Church has the opportunity to serve, and to live their calling, and their lives more faithfully**

In the words of Martin Luther King, Jr. "Everyone can be great because everyone can serve. You don't have to have a college degree to serve. You don't even have to make your subject and your verb agree... You only need a

heart full of grace...a soul generated by love.” The Bible says, the harvest is plentiful, but the laborers are few.

Volunteering can be done anywhere because it is an active way to participate on the job. It can be done in the library, shelter, or Church. The subject here is why volunteering in the Church of God? Perhaps, this is the easiest question to answer of all! This book is directing us from volunteerism to Christ centered service. There are literally thousands of reasons why you should serve God in your local assembly. There are dozens of reasons why you should volunteer. The simplest reason is probably the best reason. The best volunteering does involve the desire to serve others, which can also be done outside the Church. Instead of considering volunteering as something you do for people who are not as fortunate as yourself, why not begin to think of it as an exchange of the love of God unto man. There are very many different reasons that a person

**...part of being a great volunteer is loving what God is asking you to do.**

would want to volunteer their time. For every person, that reason is different. Many people think this is the only reason that they

should even consider spending time volunteering and contributing to the Church of God. The rewards and benefits of serving God run much deeper than a shell account.

One reason that someone might want to volunteer in the Church is for the learning value of the entire experience. I've learned more in my time volunteering in the Church than I ever did before. My service in the Church drew me closer to the owner of the work. ***“And He went up on the mountain and called to Him those He Himself wanted. And they came to Him. Then He appointed twelve, that they might be with Him and that He might send them out to preach, and to have power to heal sicknesses and to cast out demons.”*** Mark 3:13-15. Had I never begun volunteering

in the Church, I think it would have taken me more years to get to the point of the knowledge of God that I have right now.

There is also one of the most obvious reasons which is also my own reason. That is the feeling that you should give back to the operating system that you use and enjoy. What better way to thank and appreciate God than serving Him? Therefore, are you volunteering or serving God? This is a question you need to answer yourself. For it is possible to volunteer to work without serving Him. Meanwhile, it is impossible to serve without working with Him. The whole idea is to direct you from mere volunteering to Christ centered service. This is the main reason for our volunteering.

One last reason for serving in the Church is simply because you want to. No one can be forced to serve! Through the leading of the Holy Spirit, part of being a great volunteer is loving what God is asking you to do. Find something that you are passionate about or something that inspires you, and then find a need in the Church.

As we now know that people volunteer to serve in the Church for a wide variety of reasons, especially wanting to help others without God in view. To such, their hands are very busy doing God's work with empty hearts. They do things right, but never do the right things. This is a great omission! Many Church ushers, today, do things right by directing people, arranging chairs and cleaning the pulpit, but with the absence of His love in their hearts. They are motivated by things around them, not with the right heart. The most needful in the service of the Master is our first love for Him, which is the right thing to do. ***“Nevertheless I have somewhat against thee, because thou hast left thy first love.”*** (Revelation 2:4).

The danger of this is that they will be busy doing God's work, but not knowing the Owner of the work Himself. Actually, working

in the Church is not about you or the other person; it is your service to the Lord, an experience of your love for God.

Some people are uncomfortable with the notion that a volunteer benefits from doing volunteer work. There is a long tradition of seeing volunteering as a form of charity, based on selflessness. As long as you are truly serving God by serving in the Church through your volunteer work, God's provision, enablement and empowerment are obvious. In fact, volunteering tends to strengthen your commitment to what you are doing in the house of God, when you can see and enjoy God's blessings.

Even in the worldly setting, volunteering has positive effects on everybody and everything involved with it. Whether you are building homes for the disadvantaged, serving people in need, tutoring children, addressing environmental needs, or doing any other service, there is a person or group who ultimately benefits from your time.

As a Church volunteer, your service not only makes your Church a better place, but also improves your connection to your city and the people within it. Volunteering through service actually makes a difference and helps develop leadership skills and improves the social issues that impact our society. Most importantly, many Church workers find that after becoming more involved by serving, they get more connected with the Owner of the work, and feel happier overall. Therefore, whether in the Church or worldly setting, volunteering is good for the people served and the people serving.

Ideally, volunteering in the Church or elsewhere should be a service without any selfish motive. So, doing it all for God and for the love of God should be the single reason for volunteering in the Church. Hence, it is expected that individuals volunteer strictly for altruistic reasons. However, there may be other reasons, in-

cluding these:

**\*Through volunteering, you make an impact:** Volunteering your time and talents is a powerful way to improve your Church, educate other members, and affect your generation. You make an impact by improving your Church because, through your service in the Church you can easily identify the best opportunities to make a difference in the Church and the community

**...volunteers are often the glue that holds a community together, because it is a love-driven service; not money-driven.**

at large. For instance, when you see a need where you serve in the Church, it is an indication that there are certain individuals who also have the same need in your community. The way God helps you to meet that in the Church can be the same answer your community needs. As a Church volunteer serving God, you are also the answer to someone else's prayers in your community. If by giving food, praying, or loving, meet the needs in the Church; then giving food, praying and loving can also make a difference in the community. By doing these, Church volunteers can directly or indirectly affect their generation. An absolute impact every Church worker can make in their community is to make the Owner of the work known to all. Remember you are the light of the world, not of the Church!

**\*Through volunteering, you get joy:** The joy of the Lord is your strength. The joy of living is the service you make unto God. Volunteering to serve keeps your gifts and talents alive. It makes you fulfill your responsibility to your God, and makes you feel improved and delighted in what you do. It helps you to express your love for God. As a Church volunteer, through the joy of the Lord, you get very satisfying experience and maintain a day-to-day relationship with God through your service. Volunteering in

the Church strengthens your ties to the Lord and broadens your knowledge of Him, exposing you to His ways because His ways are not ours. He knows when it is best for you, even if it is not exactly how you want it, everything is in God's perfect good timing. ***“May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit.”*** (Romans 15:13). Volunteering improves your satisfaction, morale, loyalty, and gives you a sense of fulfillment as a result of contributing to the body of Christ. It enables you to enjoy new levels of responsibility and leadership skills.

**\*Through volunteering, you help others:** Volunteering connects you to others. Volunteers lend their unique influence and connection to the growth of their Church, and make a difference in someone's life; be selfless, solve problems and give back to Church. One of the better known benefits of volunteering is the impact on the community. Unpaid volunteers are often the glue that holds a community together, because it is a love-driven service; not money-driven. Love-driven volunteering allows you to connect to your community and make it a better place. Therefore, the fruits of your service in the Church should be the measure of your love for God. By their fruits we shall know them. (Matthew 7:16).

**\*Through volunteering, you learn more:** Volunteering in the Church is a learning experience. It gives you room to test yourself in new situations to see what truly motivates you. A Church worker who is motivated by the love of God always lean on God and learns more of God when things don't go his way, but in the way God wants it. It gives you the luxury to fail; the chance to risk doing something you have never done before and to learn from it. You learn about yourself, your values, thoughts and views to various things. You discover your talents, learn a new skill or new knowledge, learn about your Church, and better understand spiritual issues. The divine perspective to this is that your faith-



fulness in little brings more rewards from God. Your gifts and talent increases as you are faithful in the little given to you. God only promotes your faithfulness in service, not the talent or gifts given to you.

**\*Through volunteering, you develop yourself:** You see yourself develop in the things of God by studying more of His Word and praying more. Volunteering helps you in the area of maturity to the things of God. Volunteering to serve God increases your faith in Him. Serving God enables you develop a relationship with Him as you tell Him your joys and your fears first in the work you do. This is true because if it concerns you, it concerns God, and the Almighty God, the Owner of the work you do, is powerful to help. (Philippians 4:5-7).

***“But if from there you seek the LORD your God, you will find him if you look for him with all your heart and with all your soul.”*** (Deut. 4:29).

**\*Through volunteering, you learn to utilize time:** The truth is that any amount of time we can give is enough to make a significant difference in life. If you notice super-achievers and productive people, most are very good time managers. Hence, for much more fruits bearing in the Church, volunteers need to be good time managers. This comes by consistent learning and doing. Since you cannot give what you don't have, it is vital for every Church worker to manage their time for both studying the Word and working the Word. This is very important to avoid mere busyness in Church that could take away developing a relationship with God.



## CHAPTER TWO

### WHY PEOPLE LEAVE

*Behold, I stand at the door, and knock: if any man hear my voice, and open the door, I will come in to him, and will sup with him, and he with me. (Rev. 3:20).*

*And God said, Let us make man in our image, after our likeness: and let them have dominion over the fish of the sea, and over the fowl of the air, and over the cattle, and over all the earth, and over every creeping thing that creepeth upon the earth. So God created man in his own image, in the image of God created he him; male and female created he them. (Gen. 1:26-27).*

*Now when Jesus was born in Bethlehem of Judaea in the days of Herod the king, behold, there came wise men from the east to Jerusalem, Saying, Where is he that is born King of the Jews? for we have seen his star in the east, and are come to worship him. When Herod the king had heard these things, he was troubled, and all Jerusalem with him. And when he had gathered all the chief priests and scribes of the people together, he demanded of them where Christ should be born. And they said unto him, In Bethlehem of Judaea: for thus it is written by the prophet, And thou Bethlehem, in the land of Juda, art not the least among the princes of Juda: for out of thee shall come a Governor, that*

*shall rule my people Israel. Then Herod, when he had privily called the wise men, enquired of them diligently what time the star appeared. And he sent them to Bethlehem, and said, Go and search diligently for the young child; and when ye have found him, bring me word again, that I may come and worship him also. When they had heard the king, they departed; and, lo, the star, which they saw in the east, went before them, till it came and stood over where the young child was. When they saw the star, they rejoiced with exceeding great joy. And when they were come into the house, they saw the young child with Mary his mother, and fell down, and worshipped him: and when they had opened their treasures, they presented unto him gifts; gold, and frankincense and myrrh. And being warned of God in a dream that they should not return to Herod, they departed into their own country another way. (Matt. 2:1-12).*

The truth is that your service in the Church to do the work of God should be an evidence of your love for Him, but unfortunately, according to Apostle Paul, some preached just for their belly. Romans 16:18 says, *‘For they that are such serve not our Lord Jesus Christ, but their own belly; and by good words and fair speeches deceive the hearts of the simple.’*

Furthermore, Philippians 3:19 declares that, *‘Their destiny is destruction, their god is their belly, their glory is in their shame, and their minds are set on worldly things.’*

Love for God must be your only motivation to serve. This reflects in how much time we give Him (Rev. 3:20); and how much we give Him in terms of our service and worship (Gen. 1:26-27, Matt. 2:1-12). Volunteer work should be interesting and should offer variety and a chance for personal growth. Church and ministry leaders need to encourage members to take on more challenging tasks with an expectation of victory in view.

Knowing well that what drives the Church volunteers is not self, not even their leaders, but the Holy Spirit; therefore, Church

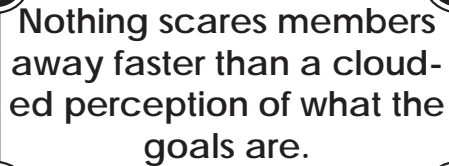
leaders should lead and not control them. They must try to offer their volunteers a series of slowly increasing responsibilities in order to avoid burnout. Burnout is a negative indicator every Church should watch for and avoid. On the other hand, not asking your volunteers to do anything at all could be more dangerous. Then you start hearing: "No one invited me." "No one told me they needed me." Do not be hesitant about asking your volunteers to do things they need to do. People want to be useful, so do not discourage them or make them lukewarm.

Nothing scares members away faster than a clouded perception of what the goals are. Clearly state the Church or ministry objectives for the short term and long term, then set reasonable limits, and only plan within the Church or ministry capabilities. Also, while trying to establish reasonable goals, bear in mind that striving for an easy goal strikes most people as just as pointless as working for a useless long shot. So when setting goals, make sure there are some challenges involved. That way the volunteers learn how to totally depend on God, and can later justify a huge celebration afterwards.

Another reason why Church workers leave or abandon the work could be that they are not matured enough to overlook human commendation, instead they just enjoy being appreciated because they believe they deserve it. Until they reach the stage of maturity, while they are still young in the Lord, they tend to lose faith in the value of what they are doing without being encouraged. In John 6, the disciples and the multitudes were first encouraged to stay to listen to the Word by giving them food; but it eventually got to a stage where they were taught how to depend on the Owner of the work, and not to lose focus on things that matter. ***Then said they unto Him, What shall we do, that we might work the works of God? Jesus answered and said unto them, This is the work of God, that ye believe on him whom he hath sent.*** (John 6: 28-29).

Today, as the Lord, the Owner of the work is encouraging them through many means; Church workers also need human input from their leaders. Many have left, not because they were not blessed by God, but because of the negative human input. These negative inputs could be exhibited in many ways, such as discipline without love, false accusation, favoritism; competition, and many others. If people get depressed and overwhelmed every time they come to Church, they are going to stop coming one day.

Bringing entirely new people into your workers team and allowing them to develop can change the way the Church operates and sometimes could be a difficult process. Tensions can arise as new



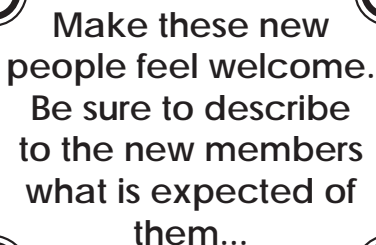
**Nothing scares members away faster than a clouded perception of what the goals are.**

people challenge the way the Church functions. It is important to first assess whether your Church is willing to make changes necessary to incorporate new people. How often do you want leadership roles to change to keep the Church healthy? Consider the impact of cultural and other differences. Keeping in mind the reasons people leave and the reasons people stay. There are several safeguards that you can establish in the Church operations in order to mature these volunteers in the Lord. These methods will help you spot problems before it is too late.

First, have an ongoing orientation program. A major obstacle to successful volunteers' development is that new people often feel they are arriving in the middle of things. This makes it easy for newcomers to feel excluded. Churches must avoid telling insider stories and using certain terms without explaining them to newcomers. Always make available a Director or leader responsible for welcoming new comers and educating them on the Church basics belief. Make sure newcomers understand the Church vi-

sion and mission, which is primarily should be knowing God and making Him known. It is very unfortunate that making heaven has been reduced to a lot of dos and don'ts in many Churches today; but it is a matter of grace. Grace teaches us to avoid every form of ungodliness. Make these new people feel welcome. Be sure to describe to the new members what is expected of them, and how they can develop and grow in the Lord by knowing Him, making Him known, loving Him; serving Him, and honoring Him. Then, provide the guidance they need to complete new tasks and projects.

Second, in order to make a good impact in the lives of the Church workers, Church leaders must be able to give and receive constructive criticism. Your criticism should always be of the



**Make these new people feel welcome. Be sure to describe to the new members what is expected of them...**

action, not the individual. Address the problem, not the person. Do not be personal. Always deliver criticism in private and praise in public. Recognize the group's performance at the end of an event.

Thirdly, give new members the opportunity to indicate relevant experience, as well as interests. By carefully matching people with jobs they are interested in and able to do, and increase the members' motivation and the chances of success for a project.

Like many volunteers in the Church, I spend most of my week in the Church raising and training new workers. Those new ones have values different from mine. This situation is always expected. If you are looking for more volunteers, then you should be patient and full of divine wisdom and understanding, as you read those thoughts that are different from yours. Determining your own leadership style and understanding the style of your fellow

volunteers can transform the way you work together. How to identify and work with various leadership styles in Church ministry is very important.

In addition, there must be a right relationship; ***“Love one another, just as I love you.”*** (John 15:12). Men and women were created to be in continuing relationships with God and with each other. Without a sense of teamwork, support and appreciation, we risk turnout and promote burnout. The mysterious internal combustion called motivation is sustained, even in the absence of extrinsic rewards, when people know they are sharing God’s grace and His love in a quality relationship. When discernible reinforcements have long since disappeared, the motivation remains.

Lastly, I have seen many new members’ even current Church workers leave the Church because of lack of time management. This is purely an act of indiscipline among

**Another reason why Church workers leave or abandon the work could be that they are not matured enough to overlook human commendation...**

the Church and ministry leaders. Leaders should remember that these volunteers want to contribute in many ways. They see their service as a wonderful way to build meaning and purpose into life; and they evaluate every meeting, service, fellowship, and phone call to see if it adds value to them. If not, they will withdraw and allocate their time elsewhere. Every leader needs a list of “stop doing” and “to do” in order to manage time well, otherwise, you simply confuse and frustrate these volunteers.



## TURNOUT NOT BURNOUT

### **\*Turnout:**

Usually, when identifying and recruiting new Church workers, it takes prayers and some extra effort to get new people to take the time to attend something new or different. Turnout is the process of getting people involved, eliminating barriers, and creating a Godly atmosphere of love. Turnout can also include distributing flyers, sending notices, and welcoming new members. Reminder calls are a very important aspect of turnout.

After salvation, biblical follow-up should start right away, and then involve and integrate newcomers into the work-force. Identify tasks for new people and specifically ask them to get involved.. Identify tasks for new people and specifically ask them to get involved at their first meeting or event. It is important to consider what you want people's first impression of the group to be and what kind of event or meeting you should invite new people to attend. Will it be interesting and exciting? Will they see how they can make a difference? No matter the reason for wanting to join any Church, people are more likely to do so if they perceive the Church to be 'Christ-centered' (Mark 3:13-14). Make sure that general meetings always have an action component such as Bible study or special teaching that focuses on 'discipleship'.

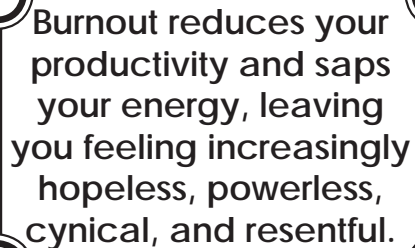
Turnout involves making everyone who comes to the Church service and give their lives to the Lord Jesus feel welcome. Follow up with everyone within a week of their salvation experience. Use these means to begin to nurture their new relationships with God. Thank them for their participation or interest and ask what they like, and where they see themselves getting involved in serving God. Make the effort to let them know that God values their perspective and is interested in their involvement.

Just as Jesus did in Mark 3:13-14, when employing the recruit-



ment principles matched with God's purpose, the Church should have no problem maturing the new members. Every Church should consider why people stay and why people leave!

Likewise, there are other negative reasons why volunteers leave unexpectedly. This could be that the reality of their experience was not what they expected when they signed on; or other existing volunteers treated them as an interruption, not as welcome or anticipated help. It could be that they perceived reservation, or lack sense of belonging. They might also not see the connection between the assignment given and God's purpose. Some feel they were not wanted simply because they made a suggestion that was not acted on, or responded to. Many see the atmosphere to be tense or cold, with the spiritual temperature being overlooked. A lot of Church volunteers assume that the physical environment does not support their efforts, or they were being underutilized.



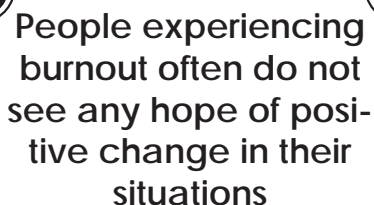
**Burnout reduces your productivity and saps your energy, leaving you feeling increasingly hopeless, powerless, cynical, and resentful.**

**\*Burnout:**

Burnout is a psychological term for the experience of long-term diminished interest, usually in the work context. It is also used as an English term to mean exhaustion. Burnout is often construed as the result of a period of expending too much effort at work while having too little recovery. Burnout is a state of emotional and physical exhaustion caused by excessive and prolonged stress. It can occur when one feels overwhelmed and unable to meet constant demands. This occurs more in the Church when you carry the load that is not your own. As the stress continues, one begins to lose the interest or motivation that led to taking on a certain role in the first place. Burnout reduces your productiv-

ity and saps your energy, leaving you feeling increasingly hopeless, powerless, cynical, and resentful. The unhappiness burnout causes can eventually threaten your relationship, and your health. In the spiritual context, burnout may be a result of violating the Sabbath (rest) that God commanded. We can observe Sabbath daily by observing a period of meditation 'quiet time' in-between the work we do. This could be an antidote to burnout.

The question is, how can you tell if you are experiencing burnout? Burnout does not happen overnight and it is difficult to fight once you are in the middle of it, therefore, it is important



**People experiencing burnout often do not see any hope of positive change in their situations**

to recognize the early signs of burnout and head it off. Burnout usually has its roots in stress, so the earlier you recognize the symptoms of stress and address them, the better chance you have to avoiding burnout. It can manifest itself as feelings of

frustration and powerlessness; hopelessness; being drained of emotional energy; detachment, withdrawal, and isolation; being trapped; having failed at what you're doing; irritability; sadness; and cynicism (people act out of selfishness and nothing can be done about it). Just to mention a few. All these come as a result of a disconnection from God of hope. Why? In I Peter 5:7 it says, ***“Casting all your care upon Him, for He cares for you.”*** God gives us permission to come boldly, to cast our cares on Him. I encourage you to do that. Come boldly before His throne and cast your cares on Him.

Do you find yourself always snapping at people or making snide remarks about them? Then, you are likely experiencing burnout which expresses itself in form of irritability. This eventually affects the work you do and create more negativity. Burnout affects

your relationships with God. Your relationship at work, in the Church, and in your personal life may begin to fall apart. To be burnt out means feeling empty and beyond caring. People experiencing burnout often do not see any hope of positive change in their situations. The symptoms of burnout which include: hopelessness, cynicism, detachment from others or depression can take months to surface, but takes a moment of prayers to resolve. If someone close to you points out some changes in your attitude or behavior that are typical of burnout, please do listen to that person.

Now, let's go practical. In any Church setting, the following scenarios can lead to Church workers' burnout:

- \*Setting unrealistic goals for yourself or having them imposed upon you.
- \*Being expected to be too many things to too many people.
- \*Working under rules that seem unreasonably coercive or punitive.
- \*Doing work that frequently causes you to violate God's rules.
- \*Boredom from doing work that never changes or doesn't challenge you.

Therefore, it is obvious that burnout is the main reason why people leave.

## THE CORE PRACTICES

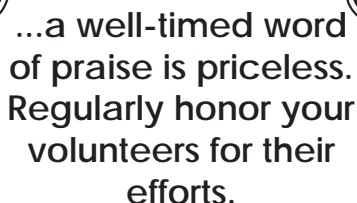
In order to strengthen the Church volunteers and prevent burnout, these practices should be adhered to at every level of leadership:

- \***Point the way.** The leaders need to have answers to essen-

tial questions, such as: Where are we heading to? What are our goals? What do we want to see accomplished in the lives of our members? Why does our ministry exist?

**\*Cast the vision.** Your job is to get others on board with your ministry's mission. To convince them of a needed change or to enlighten them about a new opportunity. People will align their hearts with a well-cast vision.

**\*Make the decisions.** The responsibility of leaders is to make decisions and delegate functions. It would be unfair and unwise to let others make them for you. For example, if you have a dis-



...a well-timed word  
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Regularly honor your  
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efforts.

ruptive worker who has been warned before, it is your job to ask that worker to take a break from Church or ministry activities for a time. Leaders lead and influence.

**\*Take the blame.** Anyone can drink from the cup of praise, but much more, good leaders know how to take the blame. When you take the hit from your superior for a mistake of others, you earn your leaders' trust and loyalty.

**\*Pass the praise.** Look for opportunities to publicly encourage and affirm your volunteers' efforts. You cannot afford to pay them what they are worth, and most of them would not take the money, but a well-timed word of praise is priceless. Regularly honor your volunteers for their efforts. Encourage Church members to communicate their appreciation as well. Plan an annual Volunteer Appreciation Day/Night at your Church. By letting them know how important they are, leaders will get the pat on the back they deserve, but rarely get. Encourage fun, laughter, and casual conversation with no brainstorming and problem-solving.

Additionally, at least once a year, show volunteers an inspirational video or movie. Your goal is to reinforce the beauty and power of excellent teaching.  
Lastly, pray, pray, and pray!



## CHAPTER THREE

### THINGS EVERY CHURCH SHOULD AVOID

There are some things leaders do which can either make or break fellowship. Unfortunately, leaders too often use the people in ways that actually frustrate the flow of the Spirit. Let me mention a few things every living Church should avoid. These things could weaken performance, and even minimize effectiveness, if they are not avoided.

**\*An inharmonious Church member:**

This is a person who sows seeds of discord among the brethren. Every Church should avoid such an individual, because he can make life miserable for the entire work-force of the Church. These individuals discourage other Church members, repel the lost and summon an ominous cloud over the entire Church. If the Church is having one or two of these people, it is enough to cause havoc. It is difficult to send such discordant Church member away from the Church, but it should not be difficult to pray for such member.

*“These six things doth the LORD hate: yea, seven are an abomination unto him: A proud look, a lying tongue, and hands that shed innocent blood, An heart that deviseth wicked imaginations, feet that be swift in running to mischief, A false witness that speaketh lies, and he that soweth discord among brethren”.*

(Proverb 6: 16-19).

**\*A stubborn Church worker:**

Many Church workers are so adamant, inflexible, and unwilling to change. Adamancy leads to arrogance; and change is the only road out of arrogance. Some Churches do not grow because the workers in those Churches are so unwilling to change, so unyielding, and so set in their ways. For instance, a Church worker was so wedded to his friend in the same department that he would never agree to serve anywhere else, even to go and help. Such workers have not grown in grace because a tree does not stay in incubation wrapper if it is growing. Avoid such workers, but pray for them!

***“But grow in grace, and in the knowledge of our Lord and Saviour Jesus Christ.***

***To him be glory both now and forever. Amen”.*** (2 Peter 3:18).

***“And the child grew, and waxed strong in spirit, filled with wisdom: and the grace of God was upon him”.*** (Luke 2:40).

**There are ‘works of the flesh’, and as long as this human nature is not dealt with, the outcome is a disreputable leader.**

**\*A disreputable Church leader:**

There are ‘works of the flesh’, and as long as this human nature is not dealt with, the outcome is a disreputable leader. Obviously, leaders know the Word of God, probably read it, but most do not live or obey it. Any Church that is marked by a leader who is guilty of immorality, the results of his sin will definitely have a devastating impact, not only upon him, but also upon his family, friends, the Church workers, and much more the Church. This kind of scandal might take the Church a generation to overcome the humiliating and ignominious scars suffered from the grievous sins of one leader. This is the reason why Church leaders such as Pastors, Elders, and Deacons must have lives marked by moral purity and spiritual integrity.

***“Likewise must the deacons be grave, not double tongued, not given to much wine, not greedy of filthy lucre; Holding the mystery of the faith in a pure conscience. And let these also first be proved; then let them use the office of a deacon, being found blameless. Even so must their wives be grave, not slanderers, sober, faithful in all things. Let the deacons be the husbands of one wife, ruling their children and their own houses well. For they that have used the office of a deacon well purchase to themselves a good degree, and great boldness in the faith which is in Christ Jesus”.*** (1 Timothy 3:8-13)

**\*A Purposeless Church:**

God is the Builder! He concentrates on building His people, and building His Church. The purposeless Church shifts the focus away from emphasizing a people-building process to Church building programs. Every Church is driven by something. Tradition, finances, programs, personalities, events, and even Church buildings can be the controlling force in a Church. It is important that every Church member know if their Church is Purpose Driven or not. Unfortunately, many leaders plan the change of the ministries without telling the rest of the membership. Rick Warren in his book “A Purpose Driven Church”, shares a proven five-part strategy that will enable Churches to grow in purpose. These include, warmer through fellowship; deeper through discipleship; stronger through worship; broader through ministry; and larger through evangelism. In order for a Church to be healthy it must become a purpose-driven Church, built around these five New Testament purposes given to the Church by Jesus. The main purpose is not Church growth, but Church health. If your Church is healthy, growth will occur naturally. In conclusion, a man without purpose is a man of no vision and is like a car without a wheel. Avoid such!

***“Where there is no vision, the people perish ...”*** (Proverbs 29:18).



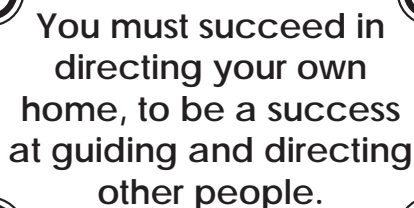
## CHALLENGES OF CHRISTIAN WORKERS

*This is a faithful saying: If a man desires the position of a bishop, he desires a good work. A bishop then must be blameless, the husband of one wife, temperate, sober-minded, of good behavior, hospitable, able to teach; not given to wine, not violent, not greedy for money, but gentle, not quarrelsome, not covetous; one who rules his own house well, having his children in submission with all reverence; for if a man does not know how to rule his own house, how will he take care of the church of God?; not a novice, lest being puffed up with pride he fall into the same condemnation as the devil. Moreover he must have a good testimony among those who are outside, lest he fall into reproach and the snare of the devil. Likewise deacons must be reverent, not double-tongued, not given to much wine, not greedy for money, holding the mystery of the faith with a pure conscience. But let these also first be tested; then let them serve as deacons, being found blameless. Likewise, their wives must be reverent, not slanderers, temperate, faithful in all things. Let deacons be the husbands of one wife, ruling their children and their own houses well. For those who have served well as deacons obtain for themselves a good standing and great boldness in the faith which is in Christ Jesus. (1 Tim. 3: 1-13).*

*For this reason I left you in Crete, that you should set in order the things that are lacking, and appoint elders in every city as I commanded you; if a man is blameless, the husband of one wife, having faithful children not accused of dissipation or insubordination. For a bishop must be blameless, as a steward of God, not self-willed, not quick-tempered, not given to wine, not violent, not greedy for money, but hospitable, a lover of what is good, sober-minded, just, holy, self-controlled, holding fast the faithful word as he has been taught, that he may be able, by sound doctrine, both to exhort and convict those who contradict. (Titus 1: 5-9).*

No matter the title given, either a Bishop or Deacon, as long as he or she is working with and for God, he or she is a worker. Therefore, as a worker you must be able to guide and direct. Your guidance role must first be proven in your home. You must succeed in directing your own home, to be a success at guiding and directing other people. Whether we like it or not, the quality of Christian guidance that one provides is a replication of what one is made of.

Few years ago, I realized I am not just a worker in the Church anymore, but a model for others, and model of righteousness. My advice, my lifestyle, and my example seem even more important



**You must succeed in directing your own home, to be a success at guiding and directing other people.**

when I know others will follow my direction and guidance roles. So I find myself in a place where I give advice, such as, "Accept that you are wrong". I have also been challenged to examine how I model my role, especially in the

area of my family life. No wonder the Bible requires of people who will be workers in the Church that they must be people who have their homes under good control. (1 Tim. 3: 1-13; Titus 1: 5-9).

I have learned, for example, that I cannot study effectively at the Church and that there are many benefits of maintaining a study at home. Now my family can see me studying and have access to my library. I have also learned to include, rather than hide, my children in ministry. I try to take them with me whenever possible, such as visitation or missions trips. I hope to train them for ministry by making them my disciples, pointing them to Jesus. My children, after all, would be another group of Church workers in the future. I have learned to do things right and also do the right things. It is the Spirit of God who does things through us anyway!

There is more to do as Church workers besides working. You must conduct yourself, direct your family, guide your environment through your characters that they see, and then lead the congregation to be like you with Jesus in view. With experience and relationships come wisdom and the ability to understand issues with greater insight and speed. Now I am thinking about how I can leverage my experience and relationships for the Church and for the Kingdom.

When you are younger and inexperienced, there are more teachers available to you, more people ahead of you in the chain; but when you are older, there are fewer. Lately, I have been looking to my Pastor who has been in the ministry for almost 30 years. He has blessed a whole new generation of leaders since then. From my Pastor, I have learned that good listening is often the best advice. While I may disagree with issues of the past, I focus on how the benefits given by previous generations can in turn bless the next generation. These are lessons I am drawing from as I weigh my place in the chain. I have been given the experience, and given the relationships, now I am looking at how I can use that experience to bless those relationships and the relationships that come after them.

## HOW DO WE WORK?

Colossians 3: 23: ***“Work willingly at whatever you do, as though you were working for the Lord rather than for people. Remember that the Lord will give you an inheritance as your reward, and that the Master you are serving is Christ”.***

In Colossians 3:23–24, Paul teaches that God expects us to give only our best in our work. We are to give our best since we are working for God. When Jesus turned the water into wine at

Cana, it was the best, not ordinary nor second-rated wine (John 2:10). If God gave His best for us when He gave His Son, (John 3:16), how can we not give our best for Him?

But Jesus called them to Himself and said: ***“You know that the rulers of the Gentiles lord it over them, and those who are great exercise authority over them. Yet it shall not be so among you; but whoever desires to become great among you, let him be your servant. And whoever desires to be first among you, let him 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.”*** (Matthew 20:25-28; Mark 10:42-45, and Luke 22:25-27)

The issue here is not just the woman submitting to the man, but rather, of the man submitting to the woman. The husband that would truly be the head of his household must be a servant. How rare that is! Yet, this is precisely what the Bible demands even within the context of Christianity. Being a servant does not mean you are a door mat. It means being a leader with the heart and will to serve in love!

Just take a look at the leadership role of our Lord Jesus Christ, and how His activities define the nature of servant-hood. Jesus always did what was best for the human race as a whole and for His disciples in particular. His style of leadership was that of servant-hood.

Over the years, I have seen women use their husband as an excuse to leave the Church or to lessen their involvement for whatever reason, such as: “I can’t do it again because my husband won’t let me.” Likewise, I have witnessed several men leave leadership positions in the Church, and eventually leave the Church altogether. Perhaps, more often, their wives “just weren’t happy” with the Church or the Pastor, or they were mad over some perceived slight. Remember Eve’s words, “The serpent...” or Adam’s

words “The woman you gave me...”, express the same attitude: seeking someone else to blame for his or her own foolishness. It is a lie to believe that someone or something else is responsible for our own failure to follow or lead well. Your attitude should be the same as that of Christ Jesus: Who, being in the very nature of God, did not consider equality with God (something to be grasped), but made Himself nothing, taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, He humbled Himself and became obedient to death- even death on a cross! (Philippians 2:1-8)

The question is: How should the Church love Jesus? There is no place in the Church for men to “lord it over” the women, or for leaders to do the same over those whom they lead. Who cares about what’s right? You need to because Jesus cared and He succeeded. ***“Every good and perfect gift is from above, coming down from the Father of the heavenly lights”*** (James 1:17).

The question posed here is how do we work? I think it will be rather good to rephrase it as; how do we work effectively?

***“And I, brethren, could not speak to you as to spiritual people but as to carnal, as to babes in Christ. I fed you with milk and not with solid food; for until now you were not able to receive it, and even now you are still not able; for you are still carnal. For where there are envy, strife, and divisions among you, are you not carnal and behaving like mere men? For when one says, “I am of Paul,” and another, “I am of Apollos,” are you not carnal? Who then is Paul, and who is Apollos, but ministers through whom you believed, as the Lord gave to each one? I planted, Apollos watered, but God gave the increase. So then neither he who plants is anything, nor he who waters, but God who gives the increase. Now he who plants and he who waters are one, and each one will receive his own reward according to his own labor. For we are God’s fellow workers; you are God’s***

*field, you are God's building. According to the grace of God which was given to me, as a wise master builder I have laid the foundation, and another builds on it. But let each one take heed how he builds on it. For no other foundation can anyone lay than that which is laid, which is Jesus Christ. Now if anyone builds on this foundation with gold, silver, precious stones, wood, hay, straw, each one's work will become clear; for the Day will declare it, because it will be revealed by fire; and the fire will test each one's work, of what sort it is".* (1 Corinthians 3:1-13).

In verse 13, Paul says that every man's WORK shall be made manifest. This word 'WORK' here means labor. You need to know that this work is something that is done with determination. A lot of times we start out to work with God as His co-laborers, and we fail because there is no determination. The reason being that we labor or work for the wrong reason. John 6:27 Says, ***"Labor not for the meat which perishes"***. We work for personal gain. We need to work with God. Remember, every man's work shall be made manifest. Everything we do will be made known... that is what the Apostle Paul says here.

So in view of this: the question is how do you work and work effectively? You can achieve this through these five steps:

**\*Work with Enthusiasm:** Those who lack interest and fervor are ineffective in working for God. They give the impression that the Gospel is unimportant. You must work with enthusiasm. Zeal and enthusiasm bring results in Soul-Winning. (Romans 12:11)

**\*Work with Earnestness:** Matt. 9:37 says; ***"..the harvest truly is plenteous, but the laborers are few"***. Many Christians are unconcerned. They fail to take up their soul-winning responsibilities. (Matt. 28:18-20). You must recognize the importance of winning

the lost to Christ. Effective results come with earnest witnessing.

**\*Work with Expectation:** (Mark 11:24). Some Christians lack faith when working for God. They do not expect results, and therefore, they do not receive them. You must work with confidence. It takes faith to receive Christ; it also takes faith to bring others to a saving knowledge of Christ. (Romans 1:17).

**\*Work with Endurance:** (I Tim. 4:10). Many Christians take the easy way. They fail in God's work when endurance is required. To be effective you must persevere. You must endure difficulties and distresses without being overcome. (II Tim. 4:5).

**\*Work with Enjoyment:** Those who work grudgingly are ineffective. They fail to display the joy of the Lord. Working happily brings results. Many are seeking satisfaction and are attracted to happy Christians.



## CHAPTER FOUR

### MAKING YOUR CHURCH WORKER TEAM STAND OUT

Church volunteers are the strength of any local Church. Churches use the paid staff to fill in the gaps, but the spiritual work in the Church is done by volunteers. There are two types of volunteer teams that can be found in any Church. Of course, every Church can either have one of these two. The first is unenthusiastic, chaotic, and ineffective team. The second is energetic, focused, and successful team. How can you make sure that your volunteer team ends up being like the latter? These four major steps must be put in place.

#### **\*Find the Right Volunteer Coordinator:**

The volunteer coordinator's job is a spiritual one. He or she must be spiritually matured and sensitive. Must be smart, active, and able to head up a small army of volunteers, and must be a real people person who can ensure peace in the volunteer unit in the fear of God. The single most important factor in ensuring a successful volunteer team is choosing the right Volunteer Coordinator. The Volunteer Coordinator must be someone who will be able to nurture and motivate the volunteers to complete tasks on time, with boldness and truth with the fear of God. There is nothing



holding them to the work they do other than their love for God, and their own desire, but the coordinator's skills also play a major role. The coordinator must be comfortable delegating responsibility, and doing so in an orderly fashion. In some cases, depending on the size and context of the Church, the Volunteer Coordinator might not be able to personally coordinate every volunteer operation. In this case, he must be able to appoint other leaders within the volunteer team. Effective coordination requires a proficient coordinator of volunteers who takes responsibility for discovery, enlistment, spiritual support and organizing of volunteer training. He ensures volunteer contributions are recognized and used to best advantage in relation to ministry needs and volunteer goals. He must have a good working relationship with God and with people of God.

**The single most important factor in ensuring a successful volunteer team is choosing the right Volunteer Coordinator.**

**\*Keep The Volunteers Informed:**

The most awful feeling for a volunteer is to be "uninformed." If a volunteer is giving his or her time to God in a local Church, he or she expects to be a real part of the vision and action. Volunteers should be regularly brought up to date, either by meetings with the Church or departmental leaders. Even if a volunteer is not really the most important person in the Church, he or she must feel like he/she is.

**\*Keep The Volunteers Happy:**

This is the responsibility of God because the joy of the Lord is the strength of every child of His. Meanwhile, sincere Church leaders with the fear and love of God, also play a major role in keeping the volunteers happy. Making your volunteers feel bored is another worst feeling. If the Church simply has run out of work (which should rarely or never happen – "the laborers are few"),

or if the volunteer is not particularly competent (more likely), he or she should still be given some task to keep he/she active, develop, and make he/she useful. You either use them or lose them! The last thing you want on your hands is a discontented volunteer. If a volunteer is having a bad experience in his work or in the Church, everyone he/she knows will hear about it. If the volunteer feels like a part of the team, however, everyone he or she knows will hear what a great Church team he/she is involved in. A fulfilled volunteer is a happy volunteer!

Similarly, always thank your volunteers, even before the appreciation day. From time to time always schedule some time for your volunteers (as a group) to meet with the Church leaders to say thank you. If your volunteers feel appreciated, you are indirectly teaching them to be more fruitful and faithful in the work they do for God. By so doing, they will work extra hard to make sure the Church is matching forward.

A key running principle is that of volunteers' recognition. Reciprocal respect is essential. This promotes equal status and cooperation, while attitudes such as paternalism, stereotyping, extra time demands and resentment have detrimental effects. Effective Church running and practices require respect of volunteers' outside commitments and time demands.

**\*Give The Volunteers Defined Goals and Defined Tasks:**

Finally, it is important that every Church worker team has a sense of direction. Before delegating tasks, the volunteer coordinator should sit down with the Church Pastor or other Church leaders and decide just what goals the volunteer team will pursue, and its place in the kingdom of God. The coordinator should set numerical goals wherever possible. For Instance, the volunteer team will invite at least three people every year and win one soul yearly. This is an example of a numerical goal. The volunteer team should perform these goals in conjunction with the Church plan, as laid out by the Church Pastor. The plan is always fluid, so the

volunteer team must be ready for changes at any time during the process. Once the goals are laid out, the volunteers should be given defined responsibilities to achieve these goals, such as studying and praying more. Volunteers should be organized and a good leader should be appointed for each group. The groups should be given its defined goal, and taught how to accomplish that goal. The group leader and volunteer coordinator should continually ensure that progress is being made.

All workers, especially in the Church, need to know what they want to achieve, so roles are respected and people feel committed and confident. Effective supervision of the Church workers will usually help to have a clear idea of what they want to achieve and the need for training approaches, which enable volunteers to adequately perform better. Understanding volunteer needs involves effective communication processes. For example, volunteers need to know who is responsible for what, how decisions are made, how they can put their ideas forward and what executive structures are in place. Flexibility and understanding of goals and responsibilities are very important for volunteers so as to work effectively. Corrective measure under the atmosphere of love is important.

Finally, in maintaining an excellent Church worker, these four important strategies must be well integrated during the training program. In order to ensure that your volunteer team moves the work closer to success each day, certain strategies in accordance with the Word of God should be followed. By taking on the right Volunteer Coordinator, keeping your volunteers informed and happy, and defining goals for them ahead of time, you are well on the way to creating a good Church workers team.

## **VOLUNTEERS ASSESSMENT: How are they doing?**

Volunteer involvement is often self-initiated; although in the

Church we usually make needs for service known in our congregations. People prefer to engage in work they enjoy, but they are more likely to stay, and also work more cooperatively, if they are also committed to the mission of the Church where they serve. So it is important that your motives and the work you do interconnect appropriately. As leaders of volunteers, knowing why volunteers are involved is crucial in matching interests, knowledge and skills with the needs. In making sure your Church worker team stands out, every Church needs to make their volunteers service worthwhile through regular assessment. One may ask; why assessment? Assessment is not foreign to the Scriptures.

***“This is a faithful saying: If a man desires the position of a bishop, he desires a good work. A bishop then must be blameless, the husband of one wife, temperate, sober-minded, of good behavior, hospitable, able to teach; not given to wine, not violent, not greedy for money, but gentle, not quarrelsome, not covetous; one who rules his own house well, having his children in submission with all reverence (for if a man does not know how to rule his own house, how will he take care of the church of God?); not a novice, lest being puffed up with pride he fall into the same condemnation as the devil. Moreover he must have a good testimony among those who are outside, lest he fall into reproach and the snare of the devil. Likewise deacons must be reverent, not double-tongued, not given to much wine, not greedy for money, holding the mystery of the faith with a pure conscience. But let these also first be tested; then let them serve as deacons, being found blameless. Likewise, their wives must be reverent, not slanderers, temperate, faithful in all things. Let deacons be the husbands of one wife, ruling their children and their own houses well. For those who have served well as deacons obtain for themselves a good standing and great boldness in the faith which is in Christ Jesus”*** (1 Tim. 3:1-13).

In this text, Paul gives the qualifications for Deacons and Elders. That means that some kind of assessment is necessary to qualify

you for the work of service. Periodically it might be useful to present an opportunity for your workers to express why they joined the work-force of the Church. Ask some leaders in the Church to evaluate their experiences and expectations. Then work on ideas for things you might do to make the service or work more satisfying to them. The thought of having someone assess you as a worker or evaluate your department in the Church can be frightening and intimidating. Some workers would argue that they should not be evaluated because their work is a spiritual one, not a secular undertaking. Only God should appraise a spiritual ministry such as a Church.

I would like to say that we must not allow fear and personal feelings of intimidation to get in the way of honest and objective feedback. That a ministry is a spiritual endeavor is more an argument for, than against healthy critique. Many Church workers have offered up ministry mediocrity under the guise of “it is a spiritual undertaking for God.” Scripture encourages God’s people to give and do their best for Him. Israel was to bring their best animals for sacrifice (Lev. 22:20–22; Num. 18:29–30). When they did not bring the best, it was an indication that their hearts had wandered from God (Mal. 1:6–8).

Even if a Church does not encourage assessment, it takes place every moment on an informal level. People are very discriminating. On the way home from Church, a husband naturally asks his wife, “What did you think about the sermon?” Or, “Do you like the new Sunday school class?” Some go so far as to have judged the Music Director for the Sunday performance. If ministry assessment takes place on an informal level, why not move it to a formal level so that we can benefit from it rather than be a victim of it? Every Church should ask if they are assessing their volunteers’ effectiveness and that of the Church. Assessment is necessary to refine our work for God and make it better. When you avoid honest and objective assessment, you are opting for comfort over courage; and ministry mediocrity over meaningful ministry.

People need to know the answer to the question, How am I doing? It is not unusual for a person to spend a year, or even more in a Church as a worker, thinking that all is well and good, only to discover, when it is too late, that it was not good. When Joshua had grown old, the LORD said to him, ***“You are now very old, and there are still very large areas of land to be taken over.”*** (Joshua 13:1). Joshua had many unfinished work because of lack of early assessment. Every worker needs an early-warning structure. This is where assessment comes in. Some Churches refuse to correct workers or individuals who constantly display bad characters like being abusive. These Churches feel that they are being nice to these people, or they feel sorry for them, or they worry about what others will think if they correct them. The problem with this practice is that it makes everyone else’s work more difficult. Others have to pick up the slack, or in some cases, take unnecessary abuse. Long-term bending over backwards for and coddling this kind of worker weakens, frustrates, and diminishes the entire work-force of the Church. After several assessment procedures if no progress is made or can be made, the Church has proper grounds for dismissal, for discipline, or for releasing him from what he does within the Church.

***“So take the talent from him, and give it to him who has ten talents. ‘For to everyone who has, more will be given, and he will have abundance; but from him who does not have, even what he has will be taken away’.”*** (Matthew 25: 28-29).

***“But let a man examine himself, and so let him eat of the bread and drink of the cup”*** (1 Cor. 11:28).

***“Examine yourselves as to whether you are in the faith. Test yourselves. Do you not know yourselves, that Jesus Christ is in you? — unless indeed you are disqualified. But I trust that you will know that we are not disqualified”*** (2 Cor. 13:5-6).

Just as an unwillingness to measure one’s spiritual condition makes spiritual growth nearly impossible, so failure to measure a Church’s effectiveness makes its health and growth nearly im-

possible. In spite of what has been said above, not everyone is convinced of the need for personal and ministry assessment. We shall see that the purpose of assessment demonstrate its need. With the assessment benefits in place, the Church seeks to answer the fundamental question: How are they doing?

**\*Assessment produces accomplishment:**

We assess some things and do not assess others. What we choose to assess sends a message to your volunteers. It says this is important, whereas, something else is not important or not as important. For example, if the worship team is being assessed regularly by several people in the congregation, this signals to those involved (the worship team) that these are high-priority areas of ministry. The result is that the worship team focuses on the worship service, pray more and make it the best it can be. What gets assessed gets done. Assessment prioritizes accomplishment.

**\*Assessment makes adjustment:**

The word 'adjustment' is synonymous to amendment. Church Workers assessment encourages proper correction; and this correction leads to appropriate adjustment. While assessment frightens most of us, it is a much needed, but often the most neglected aspect of leadership and Church growth. No one wants to be assessed, but in a fallen world it has become a necessary tool in the Church and a part of life. God did assess His works before the fall! When assessment takes place, we discover that all of us have areas that need adjustment. We all have blind spots. These are things we may not perceive as problems, but they hamper our working efforts. These could include a distracting mannerism, tone of voice, or gesture that detracts from a Pastors message; an annoying sense of humor; or inappropriate clothing for the work of service. Most people can adjust these after they are made aware of them, but it will not happen unless some kind of assessment is in place to call attention to the problem.

***“For they indeed for a few days chastened us as seemed best***

***to them, but He for our profit, that we may be partakers of His holiness***". (Heb. 12:10).

How do Church workers know when the sinful nature predominates in their life? Of course, there is a place for the Holy Spirit conviction (Gal. 5:16-21). However, a regular assessment provides the opportunity to adjust and deal with the problem.

**\*Assessment Promotes Advancement:**

As hard as it is to be reviewed, we desperately need people in our life who will bravely and honestly tell us when something is not working through assessment. This is how we get better at what we do. If workers choose to engross themselves in a comfortable defense, they will likely create a Church that is much less than it could be for Christ. Inviting and accepting critique is difficult, but the outcome always leads to improvement. Obtaining objective feedback from someone who is more experienced and qualified in our area of ministry is invaluable for those who desire to be the best at what they do for the Savior.

***"He that getteth wisdom loveth his own soul: he that keepeth understanding shall find good"***". (Proverbs 19:8).

***"To learn, you must love discipline; it is stupid to hate correction"***". (Proverbs 12:1)

**\*Assessment Creates Affirmation:**

How can we regularly affirm those in our Churches who serve well? The answer is regular assessment. Identifying problems is only one side of assessment. The other side is affirmation. I have learned that the people who make up the average Church tend not to affirm those who are serving well. They appreciate excellence in ministry, but are slow to affirm those who achieve it. You can not despise what you want to be. I believe that they assume the individuals who serve well are aware of their accomplishments and the impact they are having. However, this is usually not the case. Who does not look forward to the day when the Savior will say, *"Well done, good and faithful servant"*? Proverbs 16:24



says, *“Pleasant words are a honeycomb, sweet to the soul and healing to the bones,”*

**\*Assessment Accomplishes Alignment:**

To accomplish alignment, we must first discover what is out of alignment, and this involves assessment. As we have seen, every Church has the values, mission and vision, and it is critical that they move on to aligning their Churches with the values, mission and vision. A sample question for assessment is, if this is our mission as a Church, what are the obstacles that are in the way of accomplishing this mission? Where are we out of alignment?

In general, we cannot emphasize enough the importance of good ministry assessment. The benefits far outweigh the disadvantages. However, some liabilities do exist, and you must watch for these...

First, assessment has the potential to terrify volunteers, especially those in up-front positions. The thought that someone is critiquing them is often unnerving.

Second, in situations where you ask someone to assess you, you are giving that person a certain amount of authority over you.

Third, too much assessment can create an environment of constant criticism in the Church. Ask, have we become more critical in a negative sense than we were before we started the evaluation process?

Fourth, an overemphasis on assessment can destroy enthusiasm, creativity, and spontaneity in the Church.

Knowing these facts help every Church to embrace assessment. An assessment based on the fear of God with a sincere heart. Generally, what the people say is out of sync with what the Lord says. Meanwhile, Divine assessment is the ultimate one, just as Jesus assessed the seven Churches in the book of Revelation.



## CHAPTER FIVE

### BRINGING OUT THE BEST

*“And hope maketh not ashamed; because the love of God is shed abroad in our hearts by the Holy Ghost which is given unto us”. Romans 5:5.*

*“Father, I desire that they also whom You gave Me may be with Me where I am, that they may behold My glory which You have given Me; for You loved Me before the foundation of the world. O righteous Father! The world has not known You, but I have known You; and these have known that You sent Me. And I have declared to them Your name, and will declare it, that the love with which You loved Me may be in them, and I in them” John 17:24-26.*

*“Everyone who believes that Jesus is the Christ is born of God, and everyone who loves the father loves his child as well. This is how we know that we love the children of God: by loving God and carrying out his commands. In fact, this is love for God: to keep his commands. And his commands are not burdensome, for everyone born of God overcomes the world. This is the victory that has overcome the world, even our faith. 1 John 5:1-4.*

John, more than any other New Testament writer, waxes eloquent on love from diverse perspectives. He explains that godly love cannot originate with us; it comes only from God: ***“Herein is love, not that we loved God, but that he loved us, and sent his Son to be the propitiation for our sins”*** 1 John 4:10. John shows that God’s love is directly tied to the gift of the Holy Spirit: ***“If we love one another, God abides in us, and His love has been perfected in us. By this we know that we abide in Him, and He in us, because He has given us of His Spirit”*** –John 4: 12-13.

Here, John makes the inseparable connection between the ability to love others and the presence of the Holy Spirit. John also exposes the pretense of those who profess their love for God, while hating their own brethren: ***“If someone says, ‘I love God,’ and hates his brother, he is a liar; for he who does not love his brother whom he has seen, how can he love God whom he has not seen? And this commandment we have from Him: that he who loves God must love his brother also”*** -John 4:20.

John defines God’s love directly and indirectly: ***“By this we know that we love the children of God, when we love God and keep His commandments”*** -1 John 5:2. We could call this the “if-then” proofs: If we love God, then we will be keeping God’s commandments. If we obey God’s commandments, then we will love God and fellow human beings.

The next verse provides us the most direct definition of godly love: ***“For this is the love of God, that we keep His commandments”*** -1 John 5:3. This is a fundamental biblical definition of God’s love. We must keep in mind that the keeping of God’s commandments is made possible through the power of the Holy Spirit. 1 John 3:23.

God’s love manifests itself in right attitudes and actions. A person who expresses God’s love is a person who is obeying and ob-

serving His commandment. As we read earlier, God has called us to follow Christ's example: ***“Beloved, let us love one another, for love is of God; and everyone who loves is born [or begotten] of God and knows God. He who does not love does not know God, for God is love”*** -1 John 4:7. Love is God's dominant quality. God is the epitome of love. The love Christ taught His disciples requires God's Spirit. Without the Holy Spirit, we cannot comprehend the agape love God wants to share with us. ***“If you love Me, keep My commandments”*** John 14:15.

***“A new commandment I give to you, that you love one another; as I have loved you, that you also love one another”*** John 13:34.

Now, I have been in the ministry for more than 15 years, and I have seen lots of workers leaving! Some moved away, some moved into another area of ministry, some had moral failures, some did not feel well-trained and equipped, some felt they were not strong leaders, and some felt they were too strong a character. Lots of

**Never assume your workers are getting the care they need from other areas in the Church...**

workers have left for lots of reasons; but I have never seen a worker leaving, because he or she got sick of being cared for. None ever said to me, “Brother Wole, I think it is time to

move on in ministry because you guys just love me too much, and I do not like it.” Every Church is suppose to love and look for ways to make its workers matured. Here is what I have learned: The better you care for your existing workers, the more new workers you attract. Church workers will stay on in the faith with the love of God in their hearts if you give them proper spiritual food.

The greatest tool my Pastor used to identify and attract volunteers in my Church is first the Word, then motivation through caring. If you asked the workers in my Church why they are so

closely knit together, I am sure you will discover one common response apart from the undiluted Word of God; they feel cared for. You can strengthen your workers first by the Word of God, then through motivation and caring. The easiest way to appreciate workers is to say thanks to them.

Unfortunately today, most Church and ministry leaders do not always motivate or say thank you to their workers. They are probably not spending enough time praying for these volunteers. This is the one area where you can make a big impact. Be a constant source of encouragement to your volunteers! Leaders need to invest more time in the lives of the workers, by showing up occasionally when the need arises. Above all, put them on your prayer list, and then pray for them regularly. Think about what you want them to be doing in the lives of other members; that is exactly what you need to be doing in their own lives. When you have cared well for these existing workers, they will in turn tell other prospective ones. Never assume your workers are getting the care they need from other areas in the Church. Give back to the people who are giving so much to the things of God.

Another way you can motivate or care for the Church workers is to speak love language into their lives when needed most. When I was frustrated about a lack of worker interest for our Church work, the Lord gave me a great idea of love language. As a result of this, workers awareness has increased and we have had many positive comments. So take frustration and turn it into something positive for God! People tend to express and like to receive love in one or more of five “love languages”: words (through speaking), gifts (through giving), quality time (through spending time), affection (through embracing), or acts of service (through service). As a leader, you need to discover their love languages and express it accordingly. This seems like a lot of spiritual exercise, but what is best for one might not be best for the other. You can express these five love languages according to your worker’s situations.

**\*You speak love:** In every Church, words of encouragement, affirmation, and gratitude go a long way. Be there with a note or comment. Positive comments lift volunteers up. I know my Pastor does this from time to time whenever he mounts the pulpit. When you are appreciated, you touch another heart and life. Let workers know God sees them, and you also notice and appreciate them individually and collectively. .

**\*You give love:** You can not quantify love. A meaningful gift, small token of appreciation, or helpful resource is an unexpected touch that lifts a worker's spirit. No love is too small or too big, it all depends on the heart it comes from. A simple gift can have a powerful impact. No one can resist love even when he is unlovable.

**No love is too small or too big, it all depends on the heart it comes from.**

**\*You spend time on love:** I remember the testimony of a worker who appreciated Pastor's visit more than \$500 gift from

a friend. You can surprise your worker with a surprise visit. For people who offer this love language, nothing says I love you better than spending time together. Go out visiting and take a walk together with your workers. The investment of your time is a genuine, specific way to tell workers you care about them.

**\*You embrace love:** It is necessary to be generous with your affection. *"There is no fear in love; but perfect love casts out fear, because fear involves torment. But he who fears has not been made perfect in love"* 1 John 4:18.

*"All the believers were one in heart and mind. No one claimed that any of their possessions was their own, but they shared everything they had. With great power the apostles continued to testify to the resurrection of the Lord Jesus. And God's grace*

*was so powerfully at work in them all that there were no needy persons among them. For from time to time those who owned land or houses sold them, brought the money from the sales and put it at the apostles' feet, and it was distributed to anyone who had need. Joseph, a Levite from Cyprus, whom the apostles called Barnabas (which means "son of encouragement"), sold a field he owned and brought the money and put it at the apostles' feet". (Acts 4:32-37)*

**\*You serve love:** Never underestimate the power of help in times of need. To a person who offers this love language, a simple act of service is better than getting flowers. Look for practical ways to meet needs.

Obviously, speaking all these love languages requires commitment and time. So identify and empower people to join you in looking out for, shepherding, and loving your Church workers. If you empower a team to care for, assist, and love workers, you will see workers, who are tireless, refreshed, and energized for God's work and for life.

...empower a team to care for, assist, and love workers, you will see workers, who are tireless, refreshed, and energized...

Due to the fact that some Churches are large in size and number, people often feel disconnected. It is easy to get lost in the crowd, that is the reason it is necessary to show care for your workers so that they too can speak the same language unto the new members.

Some of my best worker-care tips:

- \*Send birthday and anniversary cards to each of them.
- \*Create an outstanding team-work, and worker of the month

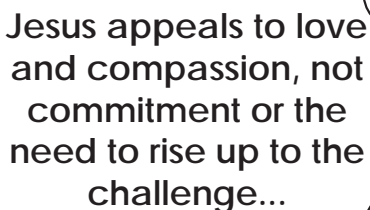
Award to recognize the team or workers who have gone the extra mile.

\*Make your Ministry/Church family-friendly by allowing volunteers to bring their young children to appropriate events.

\*Provide meals for volunteers who are sick, or have recently given birth.

\*Give your volunteers permission to take a day off once in a while; sometimes, cancel your training meeting and have a fun day instead, such as picnic, etc.

Conclusively, make giving thanks to your volunteers part of your yearly calendar planning. Look for every opportunity to



**Jesus appeals to love and compassion, not commitment or the need to rise up to the challenge...**

speak, write, show, and invest thanks in your ministry team as often as you can. Apply these practical thanks-living techniques with your volunteers:

\***Speak it:** Get in the habit of saying thanks. Say thanks on Sunday mornings, when you are in front of a group of volunteers, when you catch people doing things right and much more doing the right things, and so on.

\***Write it:** Send thank you cards to each volunteer “out of the blue” twice a year; and after every major event. Even thank you letters are better than a ‘no thank you’ at all; but always write a short, heartfelt note to each volunteer and sign it.

\***Show it:** Treats and notes are nice, but nothing says “thanks” more clearly than your actions. Special volunteer parking places, volunteer family breakfasts before services, and Volunteer Appreciation Days demonstrate how much you and your congrega-



tion really appreciate volunteers.

**\*Invest it:** Plan a retreat or special event that includes equipping, inspiration, and delight. Bring volunteers as a group to a conference or seminar. Purchase tape sets, books, and teaching CDs for use by volunteers.

## LOOKING AHEAD

*“Suppose one of you wants to build a tower. Will he not first sit down and estimate the cost to see if he has enough money to complete it?”* Luke 14:28.

Part of bringing the best out of workers is to look ahead for future results. The fundamentals of victory in ministry involve planning, and planning involves looking ahead. This is necessary because it is profitable to prepare for the future than to repair the past mistakes. Good leaders look into the future before it happens and are not afraid to look ahead. Effective leadership not only requires thinking about where the Church or ministry needs to go, but also looking at how it will get there. We look ahead so we would not get behind. Only by seeing the invisible can we attempt the impossible. Proverb 14:8 says, *“The prudent understand where they are going, but fools deceive themselves”*.

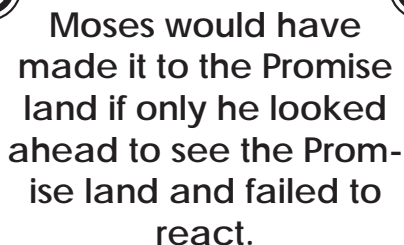
This is to say that the wise man looks ahead! The critical need of looking ahead is the process of creating your ministry future before it happens. It is creating actions in advance so that your life will respond to you. It is attempting to write history in advance. Now the question is why do Church and ministry leaders need to look ahead? The following answers the question:

**\*Looking ahead gives direction:**

It is like using a highlighter on a roadmap that indicates where

you are, where you are going, and how you are going to get there. It indicates present location, proposed destination, and a planned route for reaching the desired outcome. This roadmap not only provides information for where you are going; it also suggests where you are not going. Planned abandonment “what you must not do” is just as important as planned adventure “what you will do”. Churches and ministries do not have the time and ability to do everything, but through God’s enablement. Besides, God does not expect us to do it in our own way, but His. So, looking ahead helps one determine the few things that are worth doing, and worth doing well. One of the best benefits of creatively looking ahead is that it allows you to simplify. It allows you to repack your bags, lighten your load, take only what is needed for your journey.

**\*Looking ahead helps us to create rather than react:**



**Moses would have made it to the Promise land if only he looked ahead to see the Promise land and failed to react.**

Looking ahead allows us the opportunity to create our actions in advance so that life will respond to us. At all times in our lives we are either creating or reacting. “Creation” and “reaction” have the same number of letters in them, exactly.

They are anagrams. Each step along our journey, we are faced with a choice either to create or to react. Many people spend their entire days reacting. In most cases, like many unbelievers, we do also react rather than create. We react to news, cars in traffic, people, events, challenges and obstacles; but there is a better way to live. It involves making choices and following plans. It involves choosing to create. We create by planning, forecasting and looking ahead. Many leaders lose their focus because they react to comment. Moses would have made it to the Promise land if only he looked ahead to see

the Promise land and failed to react. Leaders need to create rather than react.

**\*Looking ahead saves time:**

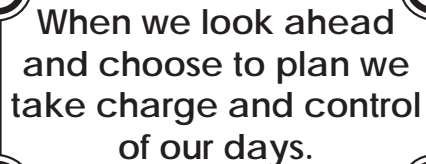
I have written in my day planner: “One hour of planning saves three hours of execution.” I am a proponent of looking ahead for its time-saving returns. It provides me with a marvelous return on my investment. I only have 24 hours in a day and 365 days in a year. If I don’t use them wisely by looking ahead I will forever forfeit those gifts.

**\*Looking ahead builds on strength:**

Effective leaders determine what the Church workers and the Church itself can do best and then do it. When the ministry is maturing, it is growing on strengths, not on weaknesses. Any matured Church takes to the opportunities that build on the strengths.

**\*Looking ahead reduces crisis:**

As we live our daily lives, the two controlling influences will be either our plans or our pressures. When we look ahead and choose to plan we take charge and control of our



**When we look ahead  
and choose to plan we  
take charge and control  
of our days.**

days. If we fail to look ahead, we will spend our days in crisis mode. We will fall into a trap of “panic planning.” And contrary to public opinion, no one works well under pressure for long.

**\*Looking ahead helps to prepare rather than repair:**

Without a plan for your personal growth, you will be reacting to life instead of living on purpose. Preparing allows you to focus on today, while repairing makes you focus on yesterday. Preparing increases efficiency and confidence, whereas repairing consumes

time and breeds discouragement. Also, preparing saves money and pays now for tomorrow, while repairing increases costs and pays now for yesterday. Thereby, preparing takes you to a higher growth level, while repairing becomes an obstacle for growth.

Martha and Mary are vivid illustrations of these two drives or compulsions. Martha wants to impress Jesus, and she attempts to perform for Him. Mary determines she must first be served by Jesus before she attempts to serve Him.

A major difference between successful and unsuccessful workers is how they either invest or spend their time. So, here is the question: Do you want to invest time preparing, or spend time repairing?

**...Take that same light and intensify its focus, and it becomes a laser beam that can cut through steel.**

**Failing to focus will dissipate our energy on less important matters...**

**\*Looking ahead gives energy:**

Failing to plan is like diffused light: no energy, no power. Whereas planning is like light focused: great power, great energy. Unfocused sunlight will warm your body. But focus that same sun-

light through a magnifying glass and it will set a leaf on fire. Take that same light and intensify its focus, and it becomes a laser beam that can cut through steel. Failing to focus will dissipate our energy on less important matters, and improper agendas. We become dabblers. Wasting our power on trivialities is like casting precious pearls before swine. Much activity exists, but little productivity. On the other hand, when our mind is focused and concentrated on the vital few, we are renewed, revitalized and recharged.

**\*Looking ahead is a spiritual experience:**

Looking ahead cannot be done without the power of prayer. As your eyes engage the plan, allow your heart to engage the Heavenly Father. Looking ahead involves praying together and planning together. It reminds me of the promise of God: ***“For where two or three have gathered together in My name, there I am in their midst”*** (Matt. 18:20). Without Christ we can do nothing. Without Him we begin at no beginning and we work to no end.



## CHAPTER SIX

### SOME TRUTHS FOR THE CHURCH AND THE WORKERS

- Do not destroy the work of God for chunk of meat.
- There is no entitlement or guarantee in life. The only thing guaranteed is heaven and hell.
- Let the Spirit inspiration take over your job description.
- If you are not expecting a failure, no one will fail you.
- Choose your battle wisely, you can win the battle and loose the war.
- Be diligent; get busy with your service for God.
- Grow in favor with God and man.
- If you see a perfect Church, do not go there, Jesus was perfect and they killed Him.
- After opportunity, get the right to serve and authority to serve.
- In developing a team you need to look out for two things: Loyalty and faithfulness.
- Loyalty and faithfulness are needed to carry out an assignment given to you.
- Elevation comes from the Lord; God will elevate you regardless of who you are working with.
- Understanding the true picture of the Church makes you serve better through commitment.

- When you work in a ministry, you are to build the ministry and not to build your own ministry.
- Never keep your volunteers waiting, if you expect punctuality, lead by example.
- Don't be afraid to show your enthusiasm when you first meet your volunteers, make them feel welcome.
- Part of feeling comfortable in a new place means knowing a few names.
- Be clear with your volunteers about what is expected of them by telling them what you need accomplished and act as a resource should they have questions or concerns.
- Make sure your volunteers have the tools necessary to succeed –the Word, the Name, and the Blood of Jesus.
- Be realistic when assigning tasks to volunteers.
- Don't be afraid to tell your volunteers exactly what your Church needs. Be honest!
- Create ground rules, making sure you relate any important rules or guidelines before your volunteers get started.
- Set time parameters for service.
- Congratulate your volunteers on a job well done. Some times a simple gesture of thanks is sufficient.
- For volunteers who contribute their time consistently or have made a strong impact, show appreciation.
- Beware of self-love! The voice of self-love is even more powerful than the voice of the serpent. It brings great anxiety and is proud of its spiritual accomplishments.
- Let yourself die!
- Never lose the good from a bad experience.
- God never makes you suffer unnecessarily; He intends for your suffering to heal and purify you.
- The yoke that God gives is easy to bear if you accept it without struggling to escape.
- The yoke, I believe, is easy and comfortable as long as you pull together with the Lord, but when we try to escape,

- the yoke becomes more like the bit in the horse's mouth.
- Any Christian without peace needs attention.
- Inner peace and the sweet presence of God are chased away by restlessness.
- Peace and comfort are to be found only in simple obedience.
- Remain at peace, for peace is what God wants for you no matter what is happening.
- You and I are nothing without the Cross, for growth and change are the work of the Cross.
- Lord, I'm not what I ought to be and I'm not what I'm going to be, but thank you, Lord, I'm not what I used to be.
- Learn to be lenient with the less important matters, but maintain your firmness over that which is essential.
- Remember that true firmness is gentle, humble, and calm.
- A sharp tongue, a proud heart, and an iron hand have no place in God's work.
- Wisdom sweetly orders all things.
- Stay away from people who sound good, but never exhibit true fruit of the inward walk. Their talk is deceptive and you will almost always find them restless, fault-finding and full of their own thoughts. These spiritual busybodies are annoyed with everything and are almost always annoying.
- Run the race with patience and complete the course, and your reward will be "Well done, good and faithful servant"
- The Leader that will make a difference must be different.
- Without vacancy, no occupancy, and whatever you occupy determines your reality in life.
- Idleness and greatness are two parallel lines.
- If you are not polluted, you will be promoted.
- Excellence has no respect for the slothful man, but obeys the command of the diligent man.
- What accompanies integrity is dignity.
- Excellence is not free, it is earned.



- If you turn down the counsel from within, you will not value the one around.
- Until you secure His presence, you cannot obtain His presents.
- A WARNING NOTE! Jesus Christ says; “I will build my church ...” It simply means, the Church is the Church of CHRIST, not MINE, YOURS, or OURS.



## EPILOGUE

Have you ever wondered if your everyday skills could make a difference in God's kingdom? Several years ago, I chose to turn down a job offer that would have multiplied my salary four times over to answer the altar call of our Lord Jesus Christ. (The harvest is plenteous.....). Now I serve Him and Him alone by volunteering to do His work, and I am encouraged to know that my work is helping to change lives. As you offer your life to the Lord, may you also be encouraged! Know that He is using you to touch the hearts of men, women and children all over the world.

It is very easy for leaders to become preoccupied with procedural questions. Who will teach the new members' or workers' class? How can we arrange the Pulpit when the Pastor is away? What building repairs are needed? These are all important questions, but there is another set of questions that can make us. Questions like the one I was asked by a sister in a class I was teaching: Caroline was slowly and painfully dying of cancer and wanted to know where God was in that process. I did not have the knowledge to give a helpful answer, nor the good sense to say, "I don't know." Instead, I offered a clumsy, clichéd attempt at reassurance. Caroline wasted no time in pinning my ears to the wall: "It's easy for you to say everything will be all right! I want to know when?" I boldly answered her that the better question is: where are you?

***“His wife said to him, ‘Are you still maintaining your integrity? Curse God and die!’ He replied, ‘You are talking like a foolish woman. Shall we accept good from God, and not trouble?’ In all this, Job did not sin in what he said. (Job 2:9-10)***

As church leaders, we get those kinds of soul deep questions. We need a foundational approach to listening and responding. Some people reading this have been longing for what they can do. Some cannot teach or sing, and are not even comfortable in leadership positions, and perhaps feel like second-class Christians and only “affiliated members” of their Churches. I want to encourage you to take up the challenge of ministering to people, whether they are believers or nonbelievers. As Church leaders, there is a wide open door into the hearts, minds, and souls of people you are leading if you listen to them, care about them, and become their friend. Leadership in the Christian context means mutual love, respect, and submission. These three words, to a large extent, are synonymous.

Find out what is expected by those you lead and by those you report to. Be personally proficient in your leadership skills. You ought to be a good resource for anybody in your Church, but not the best for everything. Do not wind up doing everything or you will be doing it alone, instead stick to your job as a leader. Know your Church members’ strengths and weaknesses. Know how to back each member up and make everyone fulfilled.

Many Churches and ministry revivals have been ruined; not by lack of prayer, lack of results, or lack of commitment, but by poor leadership. On the other hand, many Churches and ministries are discovering that these are exciting days for stewardship ministries. The resources that God has placed in the hands of his people to meet ministry needs are more than we could ever ask or think. What does this challenge and opportunity mean for those in leadership? Remember, stewardship is more than financial giv-

Identifying and Maturing them

ing. It is a sense of thanksgiving for all that God has given us, including care giving for the world around us.

## Identifying and Maturing them



## DISCUSSION QUESTIONS

Use these questions for individual reflection or for discussion with a group. They will help you not only understand some of the points in *Church Volunteers ....Identifying and Maturing Them*, but also integrate some of the book's messages into your own life as a worker.

1. What emotions does the word "Volunteer" stir in your heart? Explain
2. What did you learn about volunteering in the Church by reading this book?
3. Do you have any reservations about volunteering in the Church? What are these reservations?
4. Has anything in this book changed the way you view the idea of working or volunteering in the church? Explain.
5. From what you know about volunteering in the Church, what are your thoughts about church workers being motivated and appreciated?
6. How well do you give and/or receive constructive criticism? How well does your Church take constructive criticism? Give detailed account of an occasion you experienced.

7. What do you perceive are the challenges of the Church in identifying and maturing faithful workers; what are your own challenges as a church worker; and what solution would you proffer?
8. Are the goals you are expected to meet as a Church volunteer clearly defined to you by your church?
9. What do you think about employing the volunteer Identification and maturing principles and methods detailed in this book?
10. What is your view on Church volunteer burnout, as discussed in this book? Have you or anyone you know experienced a burnout? Explain.
11. What steps can you take to prevent burnout amongst your Church volunteers?
12. How would you assess the effectiveness of your Church volunteer leadership in maturing workers? Explain
13. On a scale of one to ten, with ten being the highest; how will you assess your own effectiveness as a Church worker?
14. As a Church volunteer, what impact have you made in your Church and on other people serving with you?
15. According to the dictates of the Bible stated in this book; as a Christian and Church volunteer, how are you expected to work or serve in the Church?
16. In which Church did Paul volunteer after his conversion? He said I was in Arabia and did not confer with flesh and blood
17. Sometimes, busyness in Church takes away developing a rela-

tionship with God. True or false? Discuss!

18. The disciples that left Jesus in John 6; why did they stop coming?

19. The disciples that left John for Jesus, why did they leave?

20. How did the Apostles show love in the book of Acts?

Conclusively, it's time to take your service to the next level. Describe your goal for this next level in as much detail as possible; think big, but also be specific. Describe what the achievement of your goal looks like; Describe how it makes you feel. Capture as much of the scope, impact, and detail as possible.





# APPENDIX

I would love to hear from you. Please send your comments, testimonies, concerns, and requests to me in care of the address below. Thank you.

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