



ESTABLISHING A LEADERSHIP TEAM

In establishing a Women's Ministry Leadership Team you need to identify women to serve with you. Begin by praying about the women God has already been preparing. Ask him to raise them before you and take note of recommendations that come from your Church Leadership team or other ministry group leaders. Visit other women's groups that already exist in your church. Watch for women who are faithful, teachable, show leadership skills and are available. Keep an eye out for the young, emerging leaders: women, regardless of age, demonstrate leadership qualities. Focus on people instead of jobs to fill. Consider people in terms of their spiritual gift, leadership qualities, skills, and potential. Saturate your candidate's in prayer before appointing and recruiting them to ensure that you establish the right team.

Potential leaders should demonstrate the following leadership qualities:

- **Growing Spiritually:** Does she know God personally?
- **Maturity:** Is she hungry for God's Word? Does she care for the lost?
- **Available:** Is she willing to serve and do what she expects of others?
- **Responsible:** Is she reliable and a good team player?
- **Teachable:** Is she cooperative and learns from experience?
- **Sensitivity:** Does she like women? Does she know how apply God's Word to speak into women's lives?

Once you have identified a potential leader, arrange to meet her for a coffee and a chat together. Share the Women's Ministry vision. Explain how you believe she has been raised before you, and where you believe she fits into this ministry. Invite her to consider leading a particular part of the ministry that fits her giftedness and passion. Explain why she would be the best person for that position. Provide her with information about the ministry – its purpose, goals and reason for existing. Ensure she understands the importance of delegating authority and involving as many women as possible in this ministry. When recruiting team members, you want to be sure that each one agrees with the Women's ministry vision and is available to commit to the time involved and in utilizing their gifts. As she prepares to consider the call, encourage her to get confirmation from her closest mentors and the support of her husband if she is married.

Types of questions that can help you understand the candidate's commitment to the ministry:

- What are you passionate about?
- Are you really available to serve?
- Why do you want to be a team member?
- What gifts has God equipped you to serve with?
- Are you prepared to serve for as long as God calls you?

LEADERSHIP PROFILES

Calling a team of leaders with different personalities, gifts and passions for ministry will enrich your team and enable you to meet the varied needs of leading a ministry.

Here are some of the Leadership Gifts that you will be looking for to establish your ministry and over time as the ministry grows.

Visionary Leader - This person is the one who is the visionary and sets the direction for the group. She sees where the ministry could be in 10 years and can give fresh ideas for ministry without getting into all the details. Types of offices she would be found in; Pastoral leader, Church Planter, Innovative Ministry Leader.

Directional Leader - People naturally seem to follow her leading. She is able to choose the right path at those critical intersections by sorting out the options assesses the values, mission, strengths, weaknesses, resources, personnel and is open to change within the organization. She not only leads by vision but by serving.

Shepherd Leader – She is a leader with a heart for people. She loves to invest in a small group of people over a long period of time and feels responsible for every aspect of the individual group member's lives. Types of offices she would be found in: Leading small-care groups, Sunday School, Youth group, preaching, teaching, mentoring and discipleship.

Team Building Leader – She has uncanny insight into people and how to develop them as leaders with the right abilities, character and chemistry to fit in with the rest of the team members. She allows each team members the freedom to get on with the task at hand. Offices you might find her in: Coordinator, Overseeing staff, Board Manager, Leadership training.

Administrator – She is someone who gets things done and usually has good follow through with attention to detail. She is a person who catches the vision of the *leader* and works out the details and delegates tasks to get the goals accomplished. Types of offices she would be found in: Church Secretary, Coordinator of ministry, Church secretary, Executive Pastor, Financial officer and office secretarial duties, event organizer.

Worker – She is similar to the administrator because she has that get-it-done giftedness, but she is not interested in being in charge but will get things done through her great planning and action.

Encourager – She is a cheerleader. One who is enthusiastic and reminds people that our strength is in the Lord. She will come alongside, to comfort, to strengthen, to counsel, to exhort, to bring aid and to admonish. Types of offices she would fit in: Visitation, Shut-in Ministry, counseling, pastoral care, welcoming, looking after newcomers.

Prayer Warrior - She will be the foundation in your team who will lead the Prayer Ministry team to cover the ministry and encourage others to pray over everything. You will find her serving on Prayer teams, intercessor, offering to come up the front to offer prayer for others. She may have the gift of knowledge, gift of tongues or give words of wisdom from the Holy Spirit.

Missionary – This is the same as the *apostle* gift, but focuses on the expansion of the church cross-culturally. She will be someone who has a natural gift towards the embracing and reaching of women from other cultures and looking beyond the church walls to the world. Types of offices you might find her serving: Missions,

Heading up Social Justice issues, teaching English classes or running classes/events for cross cultural groups.

POSITION PROFILES

In a church of about 400 people, a leadership team might consist of 4-6 women. For a church of 50-200 people you might have around 3 women on your team. Once your leadership is established, encourage the involvement of other women. This will encourage other women's service and giftedness and will help you to recruit new up-and-coming leaders. Remember the more women you involve, the more the women's ministry will grow and the lives of each woman will grow.

For a smaller church:

This profile is an *example only*; you can decide what is needed for your own context.

Women's Coordinator

- Oversees the women's ministry
- Help the leadership team develop their gifts and leadership skills
- Inductive Bible Study Leader

Event Coordinator

- Organizes monthly activities
- Coordinates speakers
- Helps to oversee yearly outreach activities such as Women's Nite Out
- Coordinates decorations
- Organizes program with games, skits and refreshments

Encouragement Coordinator

- Organizes meals for the sick and new mums
- Welcomes new-comers
- Coordinates Visitation program

Prayer Ministry Coordinator

- Oversees the prayer chain
- Coordinates prayer ministry team or intercessors and warriors for events

For a larger church you can include:

Women's Ministry Coordinator/Assistant

- *Oversee all women's ministries*

- Leadership training for ministry team

Bible Study Coordinator/Assistant

- *Oversee Leaders/Committees for:*

- teacher/discussion leaders of various studies
- follow-up of first time attendees/new believers

Encouragement Coordinator/Assistant

- *Oversee outreach ministries, which might include:*

- visitation program
- monthly women's events

- seasonal special events

Service Coordinator/Assistant

- Oversees the coordination of:

- food for the sick and new mums
- welcoming new-comers
- community service volunteers & food or clothes bank
- missions outreach
- accommodations for visiting speakers

Discipleship Coordinator/Assistant

- Oversees the leaders of:

- mentoring program
- new believer classes
- yearly 1-day conference on discipleship

Retreat Coordinator

- recruits a committee and plans a weekend retreat
- speaker and accommodation

See the BUV Women's Ministry Resource – 'Role Description of Team Leaders'.