

Defining Leadership Roles

The long-term health of your ministry depends on having a ministry structure that can scale to the size of your ministry. While a small ministry may have one person filling these roles, a growing ministry will need to delegate these responsibilities to a team. Remember! “A cord of three strands is not quickly broken.”

Leadership Liaison

This is the person with full access to church staff and leadership, offering a positive bridge for open communication.

Volunteer Liaison

Training, encouraging, and coordinating volunteer schedules is key to any ministry, but particularly in disability ministry where relationship is critical, and trust is built over time.

Family Liaison

Disability ministry is constantly evolving and must change in response to the needs of the families you are serving. This is not only needed when new families enter your ministry, but as existing families move through different stages of life. A family liaison is responsible for maintaining a Family Ministry Profile.

Recruiting Volunteers

Disability ministry can sound like the realm of medical professionals and trained special-ed teachers. But “not an expert” does not mean “unqualified.” While experts provide helpful guidance and insights, disability ministry is a *ministry*. Those exhibiting the Fruit of the Spirit and the character of Christ offer the most important qualities needed in a volunteer.

Who to Recruit

Character counts far more than experience or expertise! You don’t need *just* experts, but you also don’t need *just* anyone! You want volunteers who can grow in their God-given gifting. Be cautious about recruiting parents or siblings of someone affected by a disability. While they may have experience and a willingness to help, offering respite from special needs may be more valuable.

How to Recruit

Connecting someone’s gifts and character with disability ministry helps people see how they are *already* qualified to serve. Consider the power of saying to someone, “I see the way you are patient and kind and always remember details about people’s lives. These are the qualities we need in our disability ministry. Will you consider joining us?” compared to the slightly desperate call, “Does *anyone* want to help out?”

What to Ask

Define the volunteer’s role, how often they will be expected to serve, how long their commitment will be, and how they will be trained. Volunteers need to know who to contact with their questions, concerns, and suggestions. Vague or ambiguous requests of your volunteers are seldom useful. Clearly defined expectations will be a blessing to everyone involved!