



# Irresistible Church Training

*For Disability Ministry*

Presented by



## *Engaging Game Changers* Presentation Outline

## How to Use:

This script lays out suggested talking points and content pulled directly from the specific book/resource highlighted. Here are a few things to know before you begin to use these scripts:

1. **Bold Type** is what you say. *Italic type* are suggestions and instructions.
2. The script is laid out with wide margins for easier reading without too much side to side eye movement. Sentences and paragraphs are broken up by phrasing and suggested pauses. = indicates a thought, phrase, or slight pause. • indicates the next slide.
3. In the *Italics* you will find suggestions for customizing the material with personal stories or examples, local resources, churches, or people who have made a difference...
4. The slides combine the Irresistible Church logo and the Joni and Friends logo (*make sure you have the new logo!*) on a themed slide to create a consistent branding throughout the presentation. Please do not change this formatting.
5. The first 3–5 slides will be similar in each presentation to allow you consistency in introducing yourself, the topic, Luke 14, and a definition of an Irresistible Church. If you are doing more than one session in a day, we suggest you present these slides in the first session and eliminate them in later presentations on the same day. (*You could also use them to encourage participation, or “test” the audience and ask them to describe the Luke 14 Mandate or to define an Irresistible Church*)
6. We have added suggested resources for each participant and for a book sales table. It is important that we take the time to offer ourselves and our resources to the churches we serve.

## We've Got This Presentation Outline:

**Main objective:** To give an overview of how to start a recruit, train, and coach volunteers.

**Supplies:** Bible with all passages marked, copy of *Engaging Game Changers* book, [Volunteer Position Descriptions](#), [Disability Etiquette](#), [Behavior Modification](#), PowerPoint handout, and pens for each participant.

**Before your event:** Set up a resource table that contains books and resources for sale. Include Joni and Friends ministry brochures and any local area ministry brochures. You might even want to include those on the participant tables with any notes you want to provide for the meeting.

**Suggested resources for sale with *Engaging Games Changers*:** *Joni: An Unforgettable Story* (book), *Beyond Suffering Bible*, *Real Families*, *Real Needs*, *Another Kind of Courage*, Irresistible Church Series books, *Same Lake*, *Different Boat*

### SLIDE 1:



*(Use this slide while people arrive. You can choose to play some music in the background while the class arrives, gets settled and prepares for the session. If you want to add*

*music to this presentation here is how you do it. Go to Insert, Media, Audio/Audio on my PC. Choose the song and it will add a small music icon that you can place in the corner. You can customize the settings by clicking play back. Here's how you do it. Click the music icon on the slide, then click playback from the menu. All your options are here.)*

## SLIDE 2: The Heart of Service



*(When you are ready to begin click to this slide. The music will stop so that you can begin presenting. Start your presentation with an introduction of who you are and maybe a short story about yourself and a time that you were touched by this ministry. Maybe in your personal life, ministry life, etc. Something that allows the audience to connect with you right away.)*

- = **In response to the overwhelming mercy shown to us upon the cross, we live to serve the Lord our God.**
- = **When we serve people affected by disabilities, we are reflecting and representing the heart of Christ.**
- = **To have a heart of service is to have the heart of Christ.**

### SLIDE 3: Irresistible Church



= **An Irresistible Church is an authentic community built on the hope of Christ that**

**compels people affected by disability to fully belong.**

- **As the Body of Christ, we are being transformed into the image and likeness of Jesus.**
- **Our model for ministry comes from Christ,**
- **and as we become a church family that compels people with disabilities to come in**
- **so that His house may be full,**
- **we are becoming more like Christ!**

### SLIDE 4: Engaging Game Changers



= **Developing volunteers can be understood and broken down into three main**

**parts:**

- **recruitment**
- **training**
- **Coaching**

## SLIDE 5: Step 1: Recruit



- **HOW YOU ASK:**
  - = **Get the word out!**
    - **Make an announcement from the pulpit**
    - **Show a short video on Sunday**
    - **Hang flyers**
    - **Connect with community group leaders.**
      - **Be specific about the gifting you see in someone!**
      - **Often volunteers are held back by feeling unqualified.**
      - **Highlight the qualities that you think would make them thrive in your ministry.**
  - = **There are a few things to avoid communicating when trying to recruit volunteers:**
    - **That you are desperate (even if you are, you do not want to make your appeal out of desperation).**
    - **That you do not care who signs up, all you need is bodies in the room.**

- **WHO YOU ASK:**

= **A few places good places to find volunteers:**

- **High school youth groups can be a great place to find “buddies”**
  - **Energy, enthusiasm, and open-mindedness are great traits in any volunteer,**
  - **and you will find a lot of that in youth groups!**
- **Adult community groups**
  - **Small groups often enjoy serving together. Getting one person who is a part of a small group is a great way to get more people involved!**
  - **Turn your volunteers into your cheerleaders, and their enthusiasm and experiences will attract others.**
- **Other ministries in your church**
  - **You don’t want to “poach” volunteers, but people who have a heart for service may be interested in expanding where they serve.**

- **WHAT YOU ASK:**

= **What specifically do you need help with in your ministry?**

= **How many volunteers will you need?**

= **What will happen if volunteer needs to cancel after you have scheduled them?**

= **What kind of application/background check will be needed for your volunteers?**

= **What time frame are you asking your volunteers to commit to?**

- = **Once you have answered these questions you will be able to explain exactly what your volunteers will be doing.**
- = **It can be helpful to create [volunteer position descriptions](#).**
  - **Be specific. Asking for vague, open-ended commitments is a great way to get a lot of rejection.**

*(Moment of reflection: Take a moment and write down three people you know at church. Consider the gifts and abilities you have seen them exhibit and share some of the traits you think would benefit disability ministry with 2-3 people around you.)*



## SLIDE 6: Step 2: Train



- **Large-group training:**
  - = **This type of training is necessary when beginning a ministry!**
  - = **Bring all your new volunteers together for a time of fellowship, fun and learning.**
  - = **This setting is great for communicating universal policies, procedures, and best-practices.**
    - **Do not treat the “large group” as a single entity.**
    - **Get to know each of your volunteers so you can better place them in your ministry,**
    - **and better pair them as a buddy.**
  
- **Shadow-style training:**
  - = **Once your ministry is up and running,**
  - = **a “shadow-style” training allows you to equip volunteers during your regular weekend services with real, hands on experiences.**
  - = **It can be utilized when just a few new volunteers are joining your ministry**
  - = **and is a great way to demystify disability ministry.**
  - = **“Watch and learn.”**

## SLIDE 7: Large Group Training



- **Logistics:**
  - = **Nail down a day, time and location as early as possible to allow the most amount of time for volunteers to get it on their calendar.**
    - **Initial large-group training should cover all the basics of what they need to know to get started. This may be substantially longer than follow up training.**
  
- **Content:**
  - = **Each church is going to have varying needs for content.**
  - = **Regardless of differences, there are a few key concepts that will be universal for any church:**
  
- **Spreading the vision:**
  - **How does your ministry fit into the mission of the church?**
  - **Use your church's mission statement to highlight how disability ministry is not a different ministry, but an integral part of the mission.**
  - **Example: "Our mission is to see all people come to know Christ!"**

- **Of course, “all” people includes people with disabilities!**
- **So serving families affected by disability is not optional.**
- **It’s essential.**
  
- = **A biblical worldview of disability, [disability etiquette](#), and [behavior modification](#) are all important topics.**
- = **You can find more potential topics in [large-group training topics](#).**
  - **(All these handouts are available for free on the Irresistible Church website)**
  
- = **Remember: there is no “one-size-fits-all” approach to disability ministry,**
- = **so listen to what your church needs and form your content from there.**
  
- **Discussing the Details:**
  - = **Confidentiality: Only people who are directly working with the friend**
  - = **should be allowed to know medical information, personal hygiene routines, or cognitive learning levels.**
  - = **It is important to be clear about confidentiality standards,**
  - = **and let volunteers know it is not okay to share this knowledge publicly.**
  
  - = **Your volunteers need to know who they should communicate with in case they need anything. Make it clear who their “go to” person is.**
  
  - = **Policies and procedures.**

- = **Communicate the non-negotiable safety, privacy, and hygienic policies. Some types of these policies may include:**
  - **Medical/hygiene policy**
  - **The check-in/out process for both the buddy and their friend**
  - **Incident or injury report policy**
  - **Fire and inclement weather procedures**

*(Moment of reflection: Share with your neighbor what your church needs to be able to effectively train volunteers?)*

## SLIDE 8: Shadow-Style Training



- **The Process:**
  - = **Week 1: Observe and Learn**
    - **See ministry policies in action,**
    - **clarify emergency procedures, and**
    - **share contact information for relevant leadership.**
    - **Shadow and observe a veteran buddy.**
  - = **Week 2: Do and Learn**
    - **The new volunteer can take the lead with the friend**
    - **and the teacher/leader can step in if the volunteer has questions.**
  - = **Week 3: Do with Observation**
    - **The new volunteer can work independently.**

- **Keep a teacher/leader nearby, but encourage volunteers to embrace their role with confidence.**
- **The benefits are:**
  - = **Personalized training**
  - = **Allows a relationship to be built**

### SLIDE 9: Step 3: Coaching



- = **Coaches challenge, encourage, and support their players!**
- = **Even professional athletes continue to receive coaching because:**
  - **We play at our best when we play with a coach.**
- **Creates opportunities for growth**
  - **Growth is a process and requires an investment of time.**
  - **Empower your volunteers to embrace new opportunities and leadership roles.**
  - **Giving your volunteers responsibility communicates trust and stimulates growth.**
- **Encourage:**
  - **Actively look for “wins” in your volunteer’s ministry. Find consistent, creative, and authentic ways to say thank you to volunteers!**

- **Take every opportunity to speak into their lives and encourage them in their unique giftings.**
- **It may seem obvious, but gifting is often invisible to the person using the gift.**
- **Use creative ways to say thanks: \$5 coffee card, a personal note**
  
- **Be available:**
  - **Let your volunteers know that you are behind them,**
  - **and available whenever they need you.**
  - **This will instill confidence, and encourage them to step out boldly, knowing that they are not alone.**

## SLIDE 10: Questions



*(Don't forget to fill in your own contact information.)*

***(Moment of reflection:** Share with your neighbor two things from today's workshop you can apply to your church?)*

***REMINDER:** This is not a script to teach off but includes the principles and main points. Please adapt it to your style and add in stories and visuals!*