

Leaders
Teachers

Train Your Team

RECRUIT, EQUIP, AND ENERGIZE CHILDREN'S WORKERS

Contrary to popular opinion, most Christians are eager to serve Christ. Believers genuinely want to honor their Lord and to receive His words of affirmation, "Well done, good and faithful servant" (Matthew 25:21). Many individuals in your church are outwardly willing to use their gifts to shepherd and train your lambs—but others will occasionally need a "holy nudge" to stir up their passion for ministry.

ONE-MINUTE MOTIVATORS

Encouragement is the emotional and spiritual fuel that keeps you going when you're ready to throw in the towel. God designed all human beings with a built-in need to be affirmed through encouraging words and actions. These ideas will keep fresh fuel in the tanks of your volunteers!

Verbal Motivators

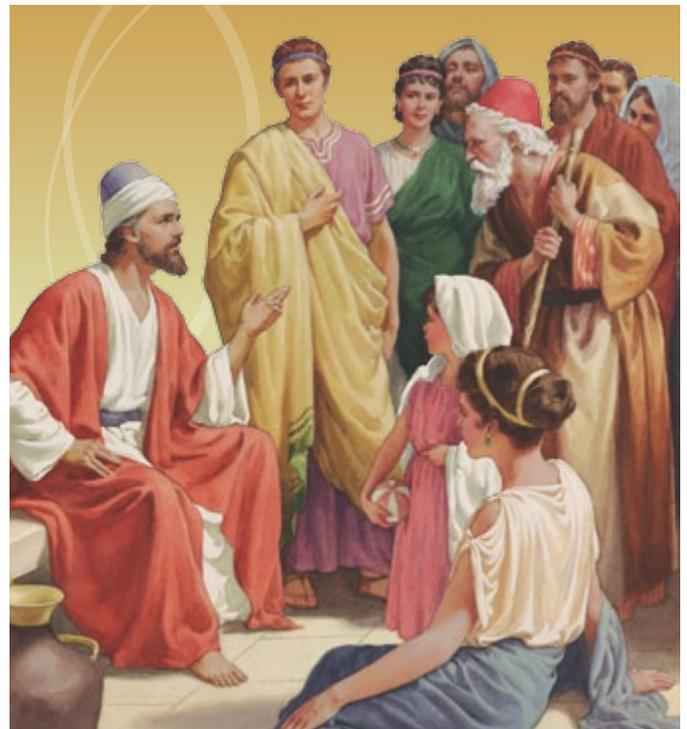
- Make unannounced phone calls to your team. Simply saying how much you appreciate them is always a welcome surprise. Give volunteers a special blessing by taking a moment to pray for them while on the phone.
- Pause at classroom doors and tell the workers how much you appreciate all they do for kids. (Encourage parents to do the same.)
- Tell volunteers that you are praying for them. Invite your team to pass along their specific prayer requests.

Written Motivators

- Send handwritten notes that express your gratitude. In our electronic world, a handwritten note says, "You are worth the time and effort."
- Encourage parents to write, text, or email words of appreciation to volunteers who teach their children.
- Provide "thank you" notecards for students to send to their teachers. When kids show their gratitude, inspiration abounds.

Tangible Motivators

- Be available before or after class to serve your staff: carry boxes to the car, fetch supplies, bring coffee, etc.
- Quietly enter the classroom, catch the teacher's attention, and simply smile or offer a "thumbs-up" signal.
- Before class, place a small "party favor" gift in the classroom for your volunteers: a gift card, cookie, or other item that says, "I appreciate you!"



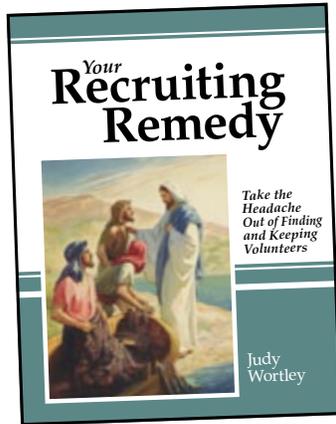
"As we have opportunity, let us do good to all people, especially to those who belong to the family of believers" (Galatians 6:10).

DiscipleLand
Children's Ministry
Tools

by Mark Steiner,
Th. M.,
DiscipleLand
Founder/President

RECRUITING AND TRAINING PRINCIPLES

Author Judy Wortley field-tested these strategies in local churches. They really work! As you follow the principles from her two books, you will soon see that recruiting and training volunteers need not be an ominous task. Get ready to experience victory in this essential area of ministry. Prepare your people to serve their Savior!



Your Recruiting Remedy

Take the Headache Out of Finding and Keeping Volunteers

Do you suffer from "Recruiter's Headache"? Symptoms include arm twisting, begging, apologizing, flattering, bribing, and cajoling. Take a fresh look at the recruiting process to find techniques that will work for you! Here's a sampling of practical ideas from the book that you can implement immediately.

Establish a Children's Ministry

Philosophy: Summarize your ministry purpose in one memorable sentence—a rally-cry for your volunteers, parents, and children.

Seek God's Guidance Through Prayer: Expect the Lord to show you the exact person to fill a particular need. He is faithful to supply!

Enlist a Team of Recruiters: Recruitment is everybody's job! Your entire staff will learn to identify those God is calling to serve.

Develop a Parent-Helper Program: Train dads and moms to enthusiastically support your children's ministry.

Initiate a Church-Wide Campaign: Select a theme, Scripture verse, or slogan guaranteed to draw people together—raising the vision for children's ministry.

Expect People to Say "Yes!": Develop an information packet that clarifies expectations and sets the stage for successful experiences.

Introduce a Junior-Helper Program: Build teens into effective workers.

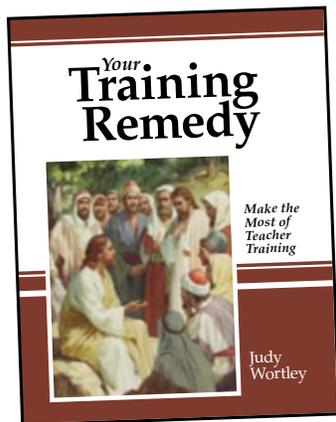
Cultivate a Servant's Attitude: You'll get excited about making others shine like stars!

Provide Solid Training: The well-equipped volunteer who feels part of a very special team will remain with you for the long haul.

Give Abundant Appreciation: Affirm those who labor for the Lord "week-in-and-week-out."

Pray Daily for Your Team: Discover the joy and privilege of bringing the names of your volunteers before the Lord's throne!

(Purchase and download all 63 pages of **Your Recruiting Remedy** by clicking [here](#).)



Your Training Remedy

Make the Most of Teacher Training

A consistent, well-planned training program is your most effective tool for motivating, encouraging, and informing volunteers. Avoid "burnout" and inspire teachers to be and do their best!

Discern What Your Teachers

Need: Embrace these five purposes, and your training meetings will flourish: imparting vision, building a team, encouraging, socializing, and equipping. You'll design such exciting meetings

that your workers will look forward to each one!

Determine Your Approach: Your number one training goal is to give workers confidence to mentor children.

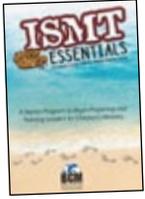
Plan Your Training Year: A monthly training calendar for the entire year will enhance your volunteers' anticipation of fun and rewarding sessions.

Elevate Your Workers' Expectations: Your initial meeting sets the stage for future success. Plan your first session together to include plenty of active involvement.

Launch Your First Meeting: Plan well, prepare well, and watch God do the work!

(Purchase and download all 55 pages of **Your Training Remedy** by clicking [here](#).)

CUSTOMIZED EQUIPPING PLANS



In Step With the Master Teacher

Train your volunteers to teach like Christ taught! This training resource on CD-ROM from BCM International is the ultimate tool for preparing and training teachers for children's ministry. You'll get 22 hours of integrated, biblical training—including fully-scripted notes, reproducible worksheets, and full-color visuals for printing or PowerPoint projection.

Group 1: The Teacher

1. Developing a Biblical Attitude and Modeling

Teachers will disciple their students when they are convinced from God's Word that discipleship is important. This session examines what God says about children. Teachers see the immeasurable value of being a role-model as they help kids know, love, and obey God.

2. Studying the Bible for Yourself

Teachers work through a Bible passage using a basic inductive study method.

3. Depending on the Holy Spirit

This session looks at the Holy Spirit's role in bringing about life-change in students and the importance of prayer in our ministry.

Group 2: The Student

1. Building Relationships

Leaders only disciple their children when they take time to build relationships with them. This session shows how teachers can get to know and value their students.

2. Knowing and Meeting Student Needs

When teachers build relationships with children, they discover many needs. Learn how to recognize and respond to each one.

3. Working with Preschoolers/Working with Students who have Intellectual Disabilities

Two sessions view the characteristics of special-needs children and how teachers can respond appropriately to their unique needs.

Group 3: The Lesson

1. Teaching for Response

Leaders who model God's truth and build relationships with students can challenge them to respond with faith and obedience.

2. Preparing Bible Content

This session emphasizes the centrality of the Bible and how teachers can prepare the Bible lesson without the benefit of a teacher's guide.

3. Involving the Senses

Discover practical ways to get the children hearing, seeing, saying, and living out their faith during each Bible lesson.

4. Communicating with Children

Accurately transfer truths to the minds and hearts of children. Teachers develop lesson introductions that capture attention and clearly communicate to kids.

5. Encouraging Response

This session explores how to build teaching targets with appropriate application and response activities.

6. Presenting the Gospel Clearly to Children

Learn to confidently explain the key points of the gospel with clarity and meaningful visuals.

7. Leading a Child to Christ

Respond sensitively to children who show interest during a gospel invitation—either leading them to accept Christ or redirecting them to parents.

8. Following-Up a New Believer

This session examines how to care for and disciple a child who receives Christ as Savior.

Group 4: The Program

1. Using Your Time Effectively

Teachers have so little time with students. Learn to help children move toward the lesson goal. Use each activity to reinforce the Bible truths.

2. Holding Students Accountable

Discover ways to review Biblical principles and to encourage sustained life-change.

3. Teaching Bible Memory Verses

Identify practical, fun methods to "hide God's Word" in the hearts of students.

4. Helping Students Grow

Encourage children to develop the disciplines of personal prayer, Bible reading, and church fellowship.

5. Teaching through Music

Learn how songs can introduce and reinforce the Bible lesson rather than a time-filler.

(Purchase all 22 lessons of In Step with the Master Teacher by clicking [here](#).)

“LIVE” TRAINING OPPORTUNITIES

Everyone needs a periodic “shot in the arm.” Invigorated volunteers give their best to God and to their ministry calling. Select from these additional ways to provide your whole team with the training it needs.

Equipping Events

Special training events provide renewed confidence and energize your whole staff. These events are extremely valuable when training is targeted to help volunteers improve in specific ministry areas.

Invite a guest speaker who can enthusiastically refresh your ministry vision. Often, a guest can bring new life to a familiar challenge. While he or she may say many of the things you have been communicating, those same ideas appear to be new and alive when they come from an outside speaker.

DiscipleLand is passionate about training teachers and equipping parents. That’s why we offer these two opportunities. Schedule a three or four-hour Teacher Training seminar and a two-hour Parenting workshop.

Dick Crider, who leads the seminars, has trained more than 60,000 teachers and parents. He has served as a youth pastor, children’s pastor, and worship leader. Dick has worked as a Christian education consultant since 1986. His unique family provides engaging insights into the needs of today’s children and parents. Dick’s heart for discipling children and for helping parents become spiritual leaders has inspired thousands of teachers and families.



To attend an existing training event or to schedule Dick to train your team, contact Dick Crider, DiscipleLand Training Director, at dcrider@discipleland.com or 877-416-3742. (Click [here](#) for more information.)

Webinar Training



DiscipleLand frequently conducts “live” Internet training sessions that feature various children’s ministry leaders. Register for a free webinar by clicking [here](#). To receive information about upcoming webinar topics, subscribe to DiscipleLand’s newsletter by clicking [here](#).

- How To Become a Great Teacher
- How To Get Parents Involved In Your Ministry
- Making Lifelong Disciples

Video Training



DiscipleLand Academy offers a growing number of free training videos. Access these by clicking [here](#).

- DiscipleLand Nursery
- DiscipleLand Kindergarten
- DiscipleLand Preschool
- DiscipleLand Core Bible

Discipling Parents

DiscipleLand has partnered with the National Center for Biblical Parenting (NCBP) to bring you some great parenting resources. NCBP’s Biblical Parenting University provides biblical and practical tools for helping families grow strong using a heart-based approach. Learn more by clicking [here](#).

DiscipleLand
Disciples for Life®

DiscipleLand.com
info@DiscipleLand.com

DiscipleLand—Children’s ministry curriculum, ideas, and discipleship resources for life.

This free Children’s Ministry tool is provided for parents, teachers, and others who want to help make disciples for life!

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