



Irresistible Church Training

For Disability Ministry

Presented by



Engaging Game Changers Presentation Outline

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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 you need to click over to the next slide or animation.
3. In the *Italics* you will find suggestions for customizing the material with personal stories or examples.
4. Please retain the Irresistible Church logo and the Joni and Friends logo on each slide, with the exception of slides added for your church's purposes.
5. The first few slides will be similar in each presentation. 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 define an Irresistible Church*)
6. We have added suggested resources for each presentation. If you would like to purchase these, please visit joniandfriends.org.

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.

Suggested resources to accompany *Engaging Games Changers*:

Joni: An Unforgettable Story
Beyond Suffering Bible
Real Families, Real Needs
Another Kind of Courage
Same Lake, Different Boat

SLIDE 1: Irresistible Church Training



Use this slide while people arrive. If you want to add music to this presentation go to Insert, Media, Audio/Audio on my PC. Select the song and a small music icon will appear in the

corner of the slide. Music should automatically begin when you start the slide show.

SLIDE 2: Engaging Game Changers



The music will stop when you switch to this slide. Share your heart for this training! What motivated you to lead this session, and what do you hope to accomplish?

SLIDE 3: The Heart of Service



Read Colossians 3:23-24. The slide uses the NIV version.

- = 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 4: 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 5: Three Steps to Engaging Game Changers



- = **Developing volunteers is, in its most simple form, a three-step process:**
 - **Recruitment,**
 - **training,**
 - **and coaching**

SLIDE 6: Step 1: Recruit



- **HOW YOU ASK:**
 - = **Get the word out!**
 - = **No one is going to volunteer for your ministry if they don't know it exists.**
 - = **Some ideas for spreading the word:**
 - = **Make an announcement from the pulpit,**
 - = **show a short video on Sunday,**
 - = **hang flyers,**
 - = **and connect with community group leaders.**
 - = **When you recruit people, don't look for "just anyone."**
 - = **One of the most effective ways to recruit is to approach specific individuals.**
 - = **Point out character qualities and gifts you see in them and help them see how those things would contribute to your ministry.**
 - = **Often volunteers are held back by feeling unqualified and unfamiliar with disability.**
 - = **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, or that all you need are bodies in the room.**

- = **That leads us to...**
- **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**
- = **Be careful when recruiting people in other ministries.**
- = **You don't want to "poach" volunteers!**
- = **You also don't want to overextend volunteers. It's better to have a good potential say volunteer say "no, not now," than to have them say "yes" and get burnt out.**
- = **Don't sacrifice long-term health for short-term benefit.**
- **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.**

Take a moment and encourage your audience to 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 7: 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 8: 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**

SLIDE 9: Shadow-Style Training



- **Shadow-style training is a three-part process:**
 - = **Part 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.**
 - = **Part 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.**
 - = **Part 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:**
 - **Your volunteers receive personalized training!**
- = **They can learn at a pace that allows them to build confidence and develop relationship with a more experienced buddy.**
- = **Some things can be “taught,” such as bathroom policy or check-in process, but other things are “caught.”**
- = **Observing a buddy interact with their friend will teach things that can’t be learned from a slideshow.**

SLIDE 10: 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.**
- = **Coaching well means...**
 - **Creating 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.**

- **Be an active encouragement!**
- = **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 11: Irresistible Church.org



Remind your audience that there are free training resources available on Irresistible Church.org.

SLIDE 12: Questions



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

Close in prayer.