



# **Enlisting and Equipping Leaders**

**Sunday School/Open Group Ministries  
Pole Creek Baptist Church**

# Assignments

1. Work with the Sunday School Director to develop a plan for equipping leaders to make, report, and measure contacts each week.
2. Plan an evening to equip Care Group Leaders for Adult Classes.
3. Read Chapter 4 of *Key Strategies*.
4. Bring as many leaders as possible to “age-graded training” session.

# Thoughts On Enlistment

- Training Enhances Enlistment
- There may be no need for the ministry (at this point) if there is no leader
- Too Many Hats Will Water Down Effectiveness
- Enlist for Sunday School on the Front End
- Enlistment through Relationships is the most effective approach

# Enlistment Strategies

- Pray (Matthew 9:37-38)
- Organize Adult Classes
- Set new leader goals for adult classes
- Apprentice Teachers

# Enlistment Strategies

- Helping Hands
- Potential Teacher Training Course
- Emphasize “Sending”
- Allow Leaders to “Directly” enlist
- Teach Proper Enlistment Methods

# Proper Enlistment

- Pray
- Meet One on One
- Provide Written Description
- Share Length of Commitment
- Explain Support Systems
- Ask them to pray
- Set a time for a Decision

# Insights on Expectations


- 80% of the Growing Churches surveyed strongly urge or require participation in training.
- 0% of plateaued or declining Sunday Schools surveyed require participation in training.
- Consider: Many churches provide training but do not expect anyone to participate!

# Raising the Bar

- Level I- Nothing! (Left to everyone's own imagination)
- Level II- Leadership Guidelines (Written Expectations)
- Level III- Leadership Commitments (Written and Used in Enlistment-Verbal Commitments)
- Level IV- Leadership Covenants (Signed Agreements)

# Importance of Equipping

- “*Sunday School Leader Training*, in my estimation, is the most important meeting in the church. If you use this meeting correctly, it will revolutionize the church. If you use this meeting incorrectly, you will continue to limp along without sufficient quantity, quality, or power.” -Andy Anderson

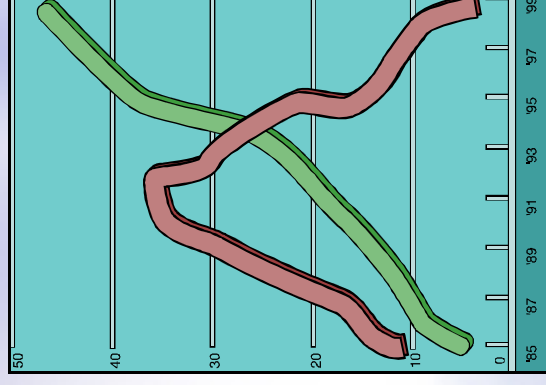


# Information From Annual Church Profiles

# Impact of Training on Attendance:

Quarterly + 13.8%  
Monthly + 13.4%  
Weekly + 6.3%  
Annually\* + 4.2%  
Randomly\* + 0.8%  
Never\* - 2.1%

\*Enrollment Declined





# Frequency of Training in Georgia Churches

40.6% never train!

11.4% meet at least monthly

23.7% meet at least quarterly

## Defining the Issue

- Training is a systematic approach for conveying necessary skills to leaders that permit them to effectively carry out the ministry to which God has called them.

# Theological Basis

- And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, for the equipping of the saints for the work of service to the building up of the body of Christ.   
 -Ephesians 4:11-12
- The responsibility for equipping leaders begins with the pastor and staff!

# What Happens When Sunday School Leaders Are Trained?

1. The leader is less likely to burn out.
2. The leader receives a better response from the class members.
3. The leader raises up more leaders.
4. The enlistment process is enhanced.
5. The leader reaches and ministers to more people.

# Food For Thought

- “The task of the Sunday School is too vital to leave training to chance. The church must have a strategy for ongoing training of Sunday School Leadership, or the leadership pool will continue to shrink. People are more likely to serve if they know that the church will provide them the resources and necessary training. Jesus instructed His disciples before He sent them out into ministry (Matt. 10:5).”

-Ken Hemphill

# How To Kill Participation In Training



1. Providing inadequate training.
2. Attitude: “My leaders won’t participate.”
3. Low Expectations.
4. Expecting all to participate and whining about those that do not.
5. Basing attitudes about training on a bad experience.

# Variety of Opportunities

- A launch event
- Associational and State Conference
- Appreciation Banquet
- Sunday School Revival
- Books and CDs
- Internal and External Seminars
- Internet Resources/Podcasts/Online Training

## Consider This:

- “A key to regular attendance at the meeting is that you recruit leaders with the understanding that attendance is expected. You will find that many persons actually respond positively to the greater level of demand. Most churches would not consider having a choir that did not gather for rehearsal. They would be ill prepared to lead in worship. In similar fashion, it is difficult to think that we would entrust the teaching of God’s Word to persons who did not have the commitment to meet for planning and prayer.”

-Ken Hemphill

# Components of Training

- Inspiration (15%)
- Instruction (70%)
- Information (15%)
- The quality of time spent must be equivalent to the worship service!

# Equipping Ideas

1. Provide Childcare.
2. Provide Food and Snacks.
3. Have everything well prepared.
4. Begin and end on time.
5. Be sure to be balanced and relevant.

# Equipping Ideas

6. Record all leadership training sessions.
7. Send a representative group to all state and associational training.
8. Provide Leadership Diplomas to recognize and reward participation.
9. Provide a reasonable schedule based on where you are now.
10. Plan training in twelve month blocks.

- “An Untrained Soldier is nothing more than a target for the enemy.”

» Andy Anderson



# Assignments

1. Determine a plan for developing and communicating expectations.
2. Develop a training plan for your Sunday School leaders for the next twelve months.
3. Read chapter 5 of “Key Strategies.”
4. Complete reading of second of four books.



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