



FAMILYLIFE®

Working With **VOLUNTEERS**

GLOBAL TRAINING MANUAL



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Working with Volunteers

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FAMILYLIFE®

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THE IMPORTANCE OF KEY COUPLES

In the Bible, we see many examples of God using key people to do important things. Occasions when God worked through a committee are rare. God's key individuals were not always the most apparent choice. Think of Samuel's anointing of the shepherd boy David. God Himself said, "The Lord does not look at the things people look at. People look at the outward appearance, but the Lord looks at the heart" (1 Samuel 16:7 NIV).

A key couple with vision, passion, and capacity to build godly families is needed to guide and direct the ministry—a couple where husband and wife are both called and involved. One key couple cannot do it all themselves. But God can use their example to inspire volunteers and even other key couples. Ultimately, "mighty men" whom God also used were attracted to David's leadership. Eventually, other key couples are likely to assist the initial key couple within effective FamilyLife ministries, perhaps in other parts of the city or country.

The key couple is most effective when they are:

- Working as a team
- Utilizing differences
- Bringing their own marriage to a higher level

BASIC REQUIREMENTS FOR A SUCCESSFUL FAMILYLIFE MINISTRY



Prayer



Resources



Key Couple



Events, Small Groups, Training



Financial Sustainability

A NOTE ON MINISTRY AS A SINGLE

We encourage couples to do marriage and family ministry together because it provides a visible demonstration of the power of teamwork in marriage. However, we realize that some individuals (married or single) may choose to develop a ministry to families on their own. If this applies to you, we affirm and appreciate your contribution to the Kingdom of God. Although our training manuals are worded to address couples who are doing ministry together, please adapt and apply the material to fit your situation.

ACTIVITY 1

Identifying Strengths of Your Relationship

(Allow approximately 15 minutes for couples to list strengths of their spouses.)

This project will help you begin to identify some of the strengths in your relationship. In the space below, please list several strengths of your spouse. A list of ideas is provided, but feel free to use any others that you think of. When you are done, share your list with your spouse.

WIFE'S STRENGTHS	HUSBAND'S STRENGTHS
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

IDEAS			
Fun	Articulate	Disciplined	Organized
Good cook	Hospitable	Likes people	Hard worker
Skilled with hands	Kind to others	Honest	Bold
Thrifty	Faithful	Remembers dates	Merciful
Knows the Bible	Remembers names	Good speaker	Positive thinker
Careful	Money manager	Physically strong	Courageous
Endurance	Able to teach	Heart for God	Intelligent
Common sense	Handy	Funny	Patient
Polite	Romantic	Computer skills	Thoughtful
Loves children	Disciplinarian	Athletic	



LEADER ROLES, ORGANIZING THE FAMILYLIFE TEAM

Your role is to launch an outreach to families that will be the foundation of a FamilyLife ministry. A broad-reaching ministry cannot be successful without volunteers. The primary role of a key couple is to demonstrate ministry and equip volunteers to follow their example in the power of the Holy Spirit. Ultimately, as in the case of Jesus' disciples, many volunteers will become key couples themselves whom God will use to do even greater works.

Couples involved in building a FamilyLife ministry are bound together by a common devotion to Christ and the Great Commission. They desire to help couples demonstrate the relationship between Christ and the Church through their marriages. This multiplying ministry is characterized by prayer and God's evident hand of blessing.

You will fulfill your role as the FamilyLife key couple by organizing and leading a team, communicating your vision of a FamilyLife multiplying ministry, and recruiting and training couples. The training should focus first on the discipleship process to help couples develop in their Christian maturity. The training then needs to focus on specific ministry skills needed to develop a FamilyLife multiplying ministry.

The discipleship and training role is very critical to the ongoing development of your team. Do not assume that if people are busy with activities that they are also engaged in growing in their personal walk with God. Rather, assume you need to encourage and lead the spiritual development of those couples on your team.

Training in ministry skills should also be an ongoing process. The training should cover basic skills of leading small groups, speaking at exposure events (short events that expose attendees to FamilyLife or to biblical principles for marriage and family), and implementing the strategies you determine are the foundation for ministry multiplication.

Recruiting is another key task for the FamilyLife key couple. Intentionally plan your recruiting effort as an ongoing activity built in to every FamilyLife event. Invite people to join you in reaching out to families. Share your vision and communicate the opportunities for people to serve as volunteers.

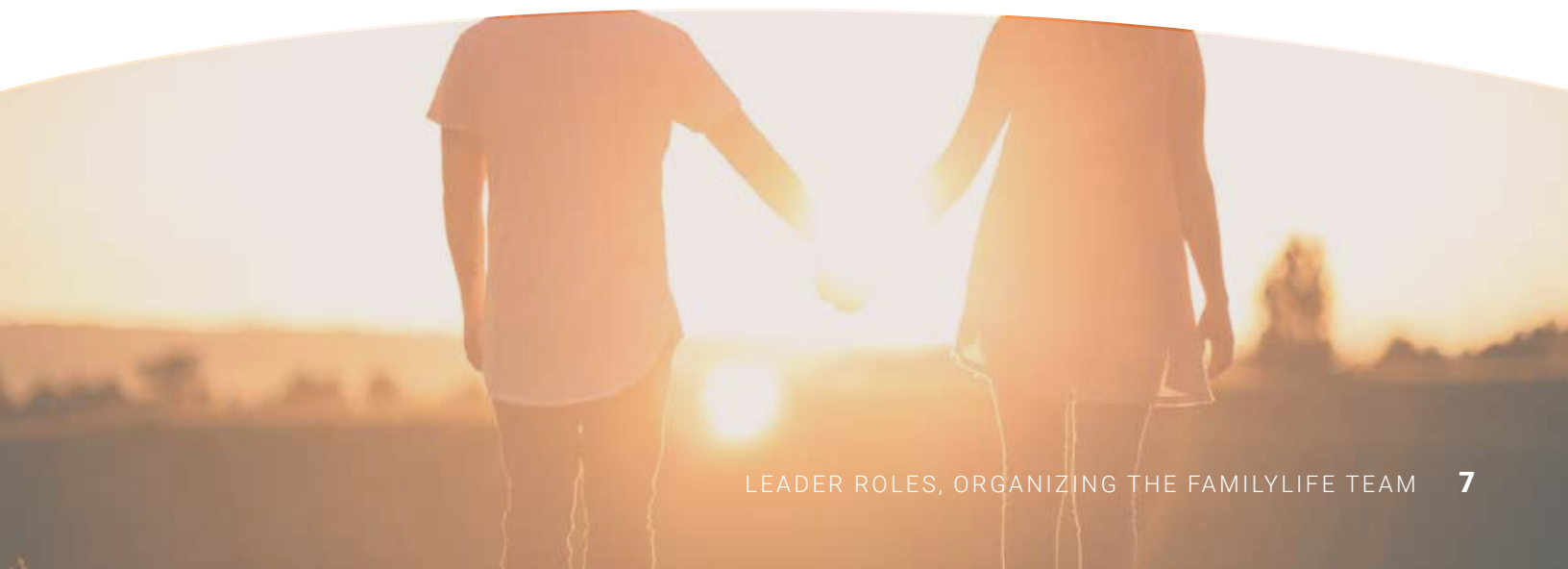
ORGANIZING YOUR FAMILYLIFE TEAM

Your team may start with three to five couples. These couples may be Cru staff or associate staff members, pastors, or volunteers. The FamilyLife key couple provides leadership and direction to the other volunteer couples.



We encourage you to lead a FamilyLife small group and invite your team to participate. (See FamilyLife's Small-Group Training for tips on starting and leading a group.) You will decide on the number of studies to complete and the length of time you will be meeting. Consider meeting regularly for one to two years as you develop the foundation for future growth. These sessions with your team will accomplish several objectives.

- Most important: you will be modeling the discipleship process as you train and develop your team members for the purpose of building a ministry. Your team members will learn by your example to continue this process as the FamilyLife team grows. This discipleship process is particularly important when more and more volunteers become involved.
- Regular meetings that focus on your marriage and the marriages of your team members will begin to develop a depth of commitment to the vision of developing a FamilyLife outreach.
- You will minister to the couples in a personal and powerful way.
- The couples will see you model the leadership style for leading a FamilyLife study. The leadership style then becomes a transferable concept for use throughout the FamilyLife ministry.
- You and your spouse will be modeling a key concept: God can use a husband and wife as a couple to minister to others. Your marriage becomes the tool that God uses to change lives. This "ministry as a couple" is a powerful concept that will continue to attract new couples to join the FamilyLife ministry.



RECRUITING VOLUNTEERS

All FamilyLife team positions can be filled with volunteer couples. Many couples have the spiritual maturity and personal capacity to engage in active volunteer roles.

A key to growing your volunteer team is to invite people to join you. These invitations to recruit couples should be a standard part of every FamilyLife event. When you are inviting people during a FamilyLife event, always provide a specific time and place for people to respond directly to such an invitation.

An effective way to recruit volunteers is to ask one of your primary volunteer couples to share a short testimony and present an invitation at your FamilyLife events. The volunteer couple could highlight the following:

- How God changed their marriage through FamilyLife.
- What they do as FamilyLife volunteers.
- Why they are excited to be used by God to help other couples learn how to apply biblical principles in their marriages.

Although a general invitation at a large event will reach many people, the most effective method is always a personal, one-on-one invitation.

At every event, be sure to use an event evaluation or guest feedback form that includes an opportunity for people to indicate their interest in volunteering with FamilyLife.



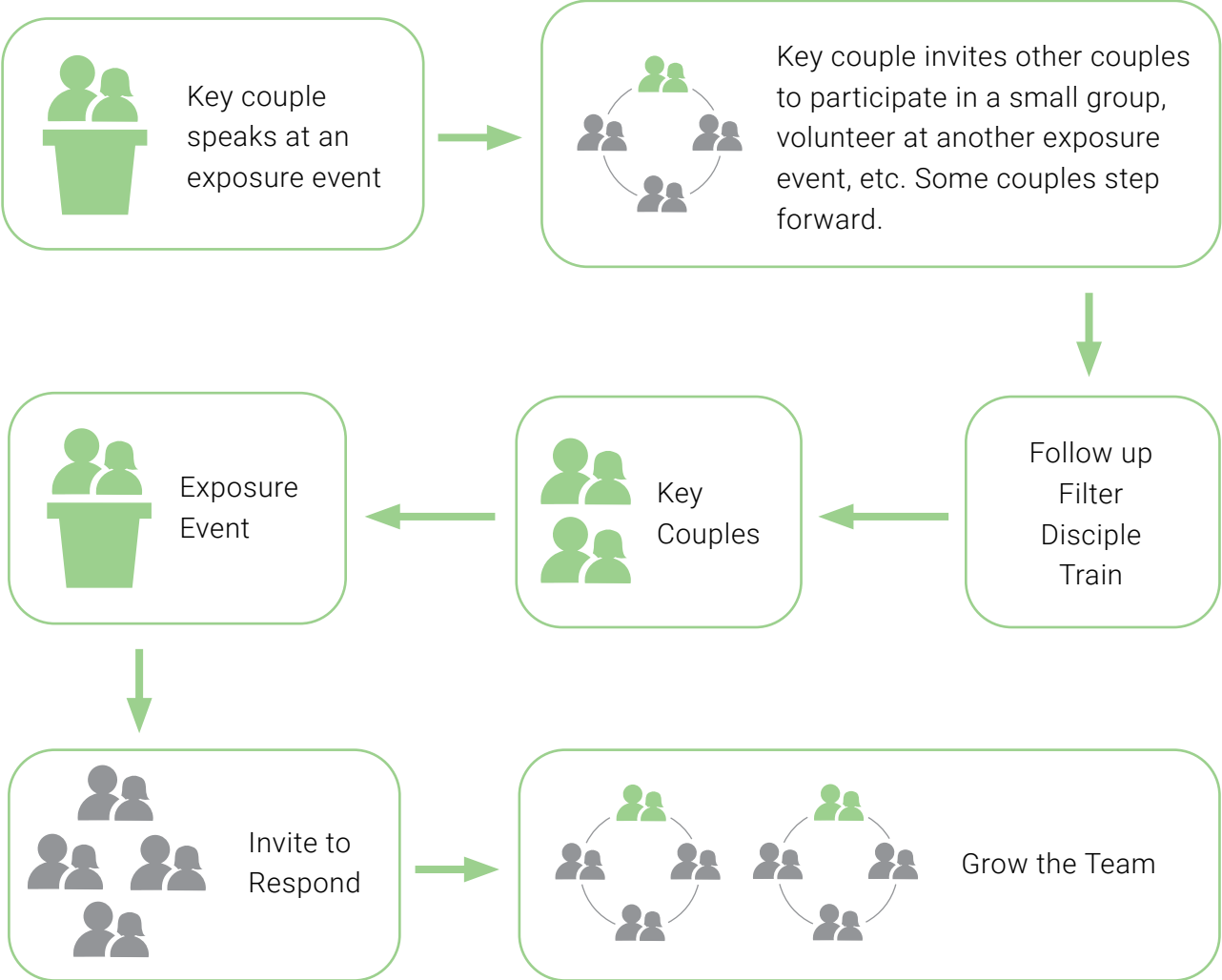
GROWING A FAMILYLIFE TEAM

Momentum-building events are intended to bring together small groups, key volunteers, and other interested couples. The purpose is to encourage them, train them, and provide a vision-casting opportunity that will motivate them to greater commitment and involvement in growing a ministry outreach to families.

Immediately after an event is a great time to encourage volunteers and build a team. All the key helpers can be brought together for a meal or dessert and coffee time in order to celebrate what God has just done. This is an excellent time to ask everyone what went really well and share positive feedback from the attendees. It is also a good opportunity to ask what could be improved for the next event. Keep in

mind the main purpose is to celebrate and thank God and these key volunteers for their work (a more detailed debriefing should be scheduled with the team within the next few days).

The diagram below describes the process of growing a FamilyLife team. The key couple invites others to participate in FamilyLife groups and volunteer to help at events. The key couple then follows up with those couples who step forward. This follow-up helps to identify couples who desire a higher level of commitment. Then they receive additional training and are intentionally disciplined and mentored. The purpose is to encourage spiritual growth and development of leadership and ministry skills.



Key couples work with volunteers and develop more key couples. Together, they build the ministry.

A wall is built one brick at a time. Similarly, a FamilyLife ministry is built one key couple or volunteer at a time. Some leaders assume that enthusiastic and capable couples will flock to the ministry in droves, and the leaders can become discouraged when that doesn't happen. Be patient, and remember: every "brick" that builds the wall is a victory and shows progress.



As the team grows, remember to manage and care for volunteers well. This includes but is not limited to the following:

- Continue to invest in volunteers
- Build strong relationships outside of ministry
- Make ministry to adults flexible
- Honor volunteers
- Stay in touch with volunteers
- Have periodic meetings
- Offer additional training
- Make challenges as Jesus did (this concept is explained in the session titled Leadership Training)
- Be patient
- Respect Pastors

A VISION FOR MULTIPLICATION AND CAPACITY EXPANSION

FamilyLife ministries take many forms and use various strategies—there is not a “standard way” to conduct FamilyLife ministry around the world. There is not one right model. A quick survey of countries currently using FamilyLife will reveal a wide variety of approaches. God can and does use all of them to transform marriages and bring people to saving faith in Jesus Christ.

The Global Outreach department encourages FamilyLife ministries to focus on multiplication, i.e. on those things that grow the number of couples and churches involved in the ministry—and ultimately the number of lives and marriages that are touched by the ministry.

It is the responsibility of the local FamilyLife leadership to set the direction and objectives for their ministry. The local FamilyLife leadership should focus not only on “doing FamilyLife ministry” but also building the ministry’s capacity—growing the human and financial resources of a ministry.

So how can a local leadership team take stock of how well their ministry is positioned for multiplication now and in the future? The following worksheet can help. It has eleven statements that, if true, can position your ministry for multiplication and capacity expansion.

This worksheet can help you assess your current position and identify particular areas you want to develop for your ministry in the year ahead. It may be a valuable monitoring and planning exercise to do annually.

Multiplication and Planning Worksheet

Next to each of the statements on the following page, check which ones are currently true (i.e. a strength) of your FamilyLife ministry. Then check which 2-3 that you will make a priority focus in the next twelve months.

CURRENTLY TRUE	PRIORITY IN NEXT 12 MONTHS	STATEMENT
		There is a key couple and an active, engaged leadership team.
		There is a growing number of small groups.
		There is an intentional prayer effort undergirding the ministry and its impact.
		There are new small-group leaders constantly being mobilized and developed through regular, ongoing FamilyLife small-group leader trainings.
		FamilyLife leaders or volunteers are training local churches to start small groups or start marriage discipleship ministries using FamilyLife materials.
		There are high-quality marriage events/ seminars that 1) minister to marriages and 2) invite other couples to become involved in the ministry.
		There is effective and timely follow-up after all events and trainings.
		There are positive cash flows from the ministry (the ministry takes in more money than it spends).
		There is a steady inflow of new testimonies of transformed lives and marriages.
		There are couples who, through training and experience, are able to train FamilyLife teams in other places.
		The ministry is expanding to new areas (churches, cities, countries) through ongoing training opportunities.

ACTIVITY 2

Setting up a hypothetical FamilyLife team (60 min)

Materials:

Large sheets of paper
Markers

Scenario:

A major church leader or key government official is making a short visit to learn about FamilyLife in your area. This key official will have a few minutes to stop by and meet with your FamilyLife core team. This will be a wonderful opportunity to provide an update on your initial planning and organization. Your presentation needs to inform him/her about who is on your FamilyLife team, their job responsibilities, and how they are preparing for an upcoming FamilyLife training or event. You will have about four minutes to give him a quick update.

Part I: (40 minutes)

Small-group activity or individual activity

- Form ministry teams for specific churches or cities.



Select one couple to be the FamilyLife key couple. Make a list of all the key couples you would like for your FamilyLife “core team.”



Consider each person or couple’s particular strengths or gifts as they relate to building a FamilyLife ministry.

- Place their names on your proposed FamilyLife team organizational chart (large paper).
- You may add additional blocks to the chart.
- You may place more than one name for each role.
- In addition to key couples on your core team, also add other pastors and lay leaders, etc, who might be volunteers for the FamilyLife team.

- **Alternative step one:** Select one person to be the FamilyLife key couple. Assign everyone in your small group one of the roles on the FamilyLife team.
- **Alternative step two:** Each person should write down a short list of responsibilities that match their new job title. They should prepare to give a short update on what they are doing to prepare for the upcoming training event.

STEP
3

Select a time and place to present your first FamilyLife training event.

STEP
4

On the large sheet of paper, develop a hypothetical monthly schedule (week 1, week 2, week 3, etc) for your FamilyLife core team that includes:

- FamilyLife small-group study
- Discipleship training
- Ministry skills training
- Recruiting opportunities
- Planning and organizing (people, finances, etc)
- Prayer and spiritual growth

Part II: (20 minutes, about 4 minutes per group)

Presentation

- Everyone in your group is assigned to fill the various roles on the organizational chart. They should each prepare a short presentation.
- The FamilyLife key couple will introduce the team members and have them give a brief update on their roles and responsibilities to the “visiting key official.”
- The FamilyLife key couple will also briefly describe the activities on the monthly schedule.



LEADERSHIP TRAINING

Today the tragedy and pain of broken families is universal. Every culture is looking for answers to their family problems. Family ministry is a powerful platform to meet the needs of hurting families, and it is also an effective tool for evangelism, discipleship, mentoring, and multiplication to help fulfill the Great Commission. The development and training of ministry leaders is essential for accomplishing these goals.

FOUNDATION FOR LEADERSHIP

The foundation for leadership begins with a commitment to do the right thing, whether anyone follows or not. This begins with our relationship with Jesus Christ and our dependence on the Holy Spirit. Because FamilyLife seeks to reach families, FamilyLife key couples must also be investing in their own families in order to be effective for the long run. Many times in Christian service, well-meaning individuals sacrifice their own families for what they perceive as God's work. FamilyLife leaders should not sacrifice family for the sake of ministry. Leadership Training must emphasize the importance of investing in the leader's own family.

FamilyLife, particularly small groups, is a couple's ministry. Too often, even in marriage ministries, the husband and the wife have separate ministries. FamilyLife leaders must be willing to demonstrate teamwork as a couple. Leadership training must make that clear. The benefits are dramatic. In training leaders to think as a couple, the key is teaching them to identify themselves, a couple, as a ministry unit. When a couple begins thinking as a ministry team, then you have effective FamilyLife leaders in development.

"Two are better than one, because they have a good return for their work: If one falls down, his friend can help him up. But pity the man who falls and has no one to help him up! Also, if two lie down together, they will keep warm. But how can one keep warm alone?" (Ecclesiastes 4:9-11)

Other Important Leader Qualities:

- **Be Humble**

"Humble yourselves, therefore, under God's mighty hand, that he may lift you up in due time" (1 Peter 5:6).

- **Be Teachable**

"The way of a fool seems right to him, but a wise man listens to advice" (Proverbs 12:15).

- **Prove Your Character**

"Whoever can be trusted with very little can also be trusted with much, and whoever is dishonest with very little will also be dishonest with much" (Luke 16:10).

- **Demonstrate Your Commitment to Family Ministry**

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

- **Live Your Life Transparently (do not be double minded)**

"And he must have a good reputation with those outside the church, so that he will not fall into reproach and the snare of the devil" (1 Timothy 3:7).

- **Use Your Experience**

"And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others" (2 Timothy 2:2).

- **Have Clear Evidence of God's Calling**

"The one who calls you is faithful and he will do it" (1 Thessalonians 5:24).



MINISTRY SKILLS

There are two aspects to Christian maturity. The first and most important is the qualities God develops in our lives to make us like Christ. The second aspect involves the ministry skills we trust God to develop which allow us to be effective for the work. The parable of the talents relates to the effective development and use of ministry skills.

Key couples need to develop ministry skills necessary to conducting an effective ministry of FamilyLife. Leaders must be proficient at FamilyLife ministry skills so they can demonstrate them and train others. Those we lead will readily do what they see us doing effectively rather than what we tell them to do.

Some of the ministry skills which are important to developing a FamilyLife ministry:

- Encouraging others
- Speaking effectively at FamilyLife trainings and events
- Leading FamilyLife Couples Studies and other small groups
- Conducting training for small-group leaders
- Communicating a vision
- Organizing a local team of volunteers
- Setting up a training or event
- Conducting speaker training
- Evaluating speakers
- Setting up a budget for a FamilyLife ministry

DEVELOPING AND NURTURING NEW LEADERS

As part of any leadership training there must be some instruction on how to develop new leaders. This is how FamilyLife principles become transferable. Biblical principles and transferable concepts are at the heart of FamilyLife methods that reach so many families. Lives are changed as God touches broken hearts and hopeless situations. Lives are changed because people respond to biblical truth when it touches a felt need in their lives.

A key element in this process is the understanding of faith barriers and the example of how Jesus used them. Not all disciples will remain engaged with the ministry. Jesus spent much of His time with just a few men, key potential leaders, to carry His message to the uttermost parts of the world. But the path to developing those leaders was not always smooth. John 6:66 records, "As a result of this many of His disciples withdrew, and were not walking with Him anymore." Jesus did not make mistakes. But he lost some followers, and you will as well. This is part of the process of filtering out the strongest leaders using faith barriers, or assignments/challenges that require increasing levels of faith and commitment.

"Filtering" is a term that describes how people are "selected up." The idea is not so much whom YOU are choosing, but rather, giving opportunities and invitations for the couples to make choices. Typically, this is done by an ongoing process of inviting people to participate in the "next level" of FamilyLife activity that you are offering.

At each level of involvement, people are making higher levels of commitment and in some cases breaking faith barriers by trusting God in new ways and at a deeper level for how He wants to work in their lives.

Jesus also used a filtration process to establish key leadership. You can follow the progression of his ministry and the filtering of his disciples in the book of Luke:

- He began teaching in their synagogues. (Luke 4:15)
- The multitudes were pressing around Him and listening to the word of God. (Luke 5:1)
- Great multitudes were gathering to hear Him. (Luke 5:15)
- The Pharisees and their scribes began grumbling at His disciples. (Luke 5:30)
- His disciples were picking and eating the heads of grain. (Luke 6:1)
- He called His disciples to Him and chose twelve of them. (Luke 6:13)
- The twelve were with Him. (Luke 8:1)
- He did not allow anyone to enter with him except Peter, John, and James. (Luke 8:51)
- He took Peter and John and James, and went up to the mountain to pray. (Luke 9:28)
- "Simon (Peter) . . . strengthen your brothers." (Luke 22:31)

Here are some possible stepping-stone activities for leading couples to higher levels of commitment:

- Listening to an exposure event at a civic meeting or at a church
- Attending a one-hour seminar on communication in marriage
- Responding to an invitation for tea and FamilyLife presentation at someone's home
- Attending an introductory session on FamilyLife Couples Studies
- Joining a FamilyLife study
- Co-leading a FamilyLife study
- Hosting and leading a FamilyLife study in their home
- Sharing their personal testimony
- Attending a FamilyLife small-group training
- Volunteering to help with an exposure event
- Attending a city team training event
- Volunteering to promote a FamilyLife major event at their church
- Attending training to get started as a speaker at exposure events
- Organizing an exposure event at their civic group
- Joining a FamilyLife city team to help organize a Weekend to Remember®
- Speaking at exposure events
- Conducting training for any of the above activities
- Leading a city ministry team or filling a role on the FamilyLife team
- Giving finances or donating items for FamilyLife activities
- Joining FamilyLife as associate or full-time staff



Bottom line: You activate the filtering concept by inviting couples to the next level, by asking them to do something at the next level. When they say yes and have followed through on their commitment, they have taken a step up and are filtered out from those who say no.

Remain flexible to the needs of families. Growing families in particular go through phases. A young childless couple may need to drop out of the ministry after God gives them a child. That does not mean they are any less committed to a multiplying ministry to build biblical families. You must allow flexibility in a ministry to allow for the needs of families. If God has touched their hearts through FamilyLife, they will come back when they are able.

“Listen now to me and I will give you some advice, and may God be with you. You must be the people’s representative before God and bring their disputes to him. Teach them the decrees and laws, and show them the way to live and the duties they are to perform. But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens” (Exodus 18:19-21).

DEVELOPING A NON-LEADER INTO A LEADER THROUGH SMALL GROUPS

God’s Word calls us to teach others what we have learned (2 Timothy 2:2). One of the most effective ways you can do this is to train leaders from your FamilyLife small group who will start their own group after you complete the current study.

Of course, they need to see what a leader should be. That means you are their example! Humbly demonstrate, like the Apostle Paul, that you have not mastered these principles (Philippians 3:12). But you are pressing on toward that goal. Your job as a facilitator/leader is not necessarily to teach the FamilyLife material. Trust God and the Holy Spirit for that.

As you lead, begin to look for potential leaders who might begin new groups. Someone may even express interest in leading. Give them a taste of leadership without pressure. Here are just a few pointers to help you in building new leadership.

- Select a couple in your group who demonstrates maturity in their Christian walk and marriage, and who you feel would be good discussion leaders. Challenge them to be leaders.
- Start by challenging them beforehand to read a few of the questions during a session and guide that portion of the discussion.

- Next, have them facilitate half a group session. Discuss the outcome with them later.
- If you have to be absent, have them lead an entire session instead of postponing the session. Again, discuss the session with them later.
- As you near the end of your current study, invite them to lead an entire session.
- Challenge them to start a group after the current study is completed. Ways you can help them get started are by:
 - Answering questions
 - Providing moral support by attending their group’s first meeting
 - Expressing encouragement on a regular basis
 - Offering to help when necessary
 - Try trusting God together for an event designed to interest couples in small groups. Let your new leaders do the follow-up for their own group.

Give them a reasonable challenge for their spiritual maturity. FamilyLife small-group couples and leaders have opportunities to grow and develop ministry skills by helping organize other conferences and more small groups. Jesus also challenged his leaders a step at a time. Each stage of challenge required more faith and commitment. Gradually some couples will feel called to greater responsibilities similar to Peter, James, and John. These make leaders.

Jesus’ Challenges:

- *“Let down your nets for a catch” (Luke 5:4).*
- *“Love your enemies...offer him the other (cheek) also...whoever takes your coat, do not withhold your shirt...give to everyone who asks you” (Luke 6:27-30).*
- *“And He called the twelve together...and He sent them out to proclaim the Kingdom of God” (Luke 9:1-2).*
- *“If anyone wishes to come after me, let Him deny Himself, and take up his cross daily” (Luke 9:23).*
- *“Allow the dead to bury their own dead; but as for you, go and proclaim everywhere the Kingdom of God” (Luke 9:60).*
- *“If anyone comes to me and does not hate his own father and mother and wife and children and brothers and sisters, yes, and even his own life, he cannot be My disciple” (Luke 14:26).*

- *“Whoever seeks to keep his life shall lose it” (Luke 17:33).*
- *“One thing you still lack, sell all that you possess, and distribute it to the poor...come, follow me” (Luke 18:22).*

Give volunteers some freedom to make mistakes. God teaches us through our mistakes. By trying things, we often discover the direction God wants to bless. If you do not give your disciples freedom to try things and make mistakes, your ministry will be limited.

STAYING IN TOUCH

“Encourage one another, and build up one another” (1 Thess. 5:11). The leaders you are developing will be trusting God for changed lives, and as such will be subject to Satan's attacks. Ask God to develop in you the ability to encourage others. Your support and encouragement is essential for your leaders' success. Otherwise, most will participate for awhile and then quit.

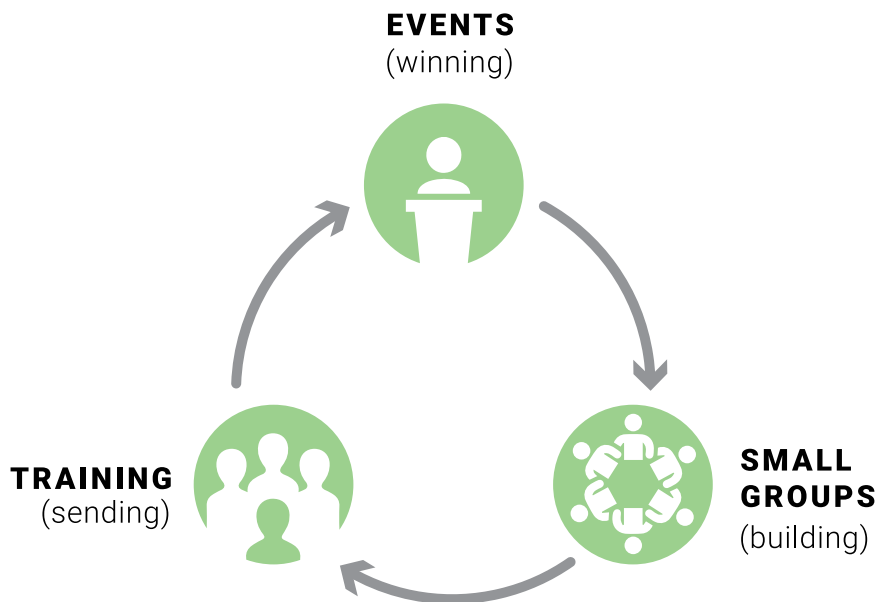
Maintain a database of all who participate in small groups or other ministry activities. This database can serve as your mailing list or email list of people with whom you communicate on a regular basis.

Where possible, a weekly or monthly or even quarterly meeting of leaders can be beneficial. Give the leaders a chance to share what is working in their own ministries. You can relay success stories from other areas. And you can all pray together for God to touch families. Other less formal meetings, like cookouts or Christmas parties, perhaps at your home, are also an effective way to serve and encourage those trusting God with you.

In addition, phone calls, texts, cards in the mail, periodic visits, and small gifts all express your appreciation and commitment to those who have answered your challenge to leadership. You just cannot find too many ways to encourage those you lead. Hopefully, they will follow your example and encourage those they lead.

As a multiplying ministry expands, you may find it impossible to routinely contact or even meet all those involved. A newsletter can be very effective. The newsletter can convey ideas for using FamilyLife Couples Studies and share success stories. It can include profiles of couples God is using. The recognition encourages these couples and gives other couples confidence that God can use them as well. The newsletter can also serve as a gentle reminder to those who at one time expressed interest in organizing their own group, but have not been able to do so yet. Frequently, couples respond several years after their initial contact with FamilyLife groups.

HOW TO TRAIN VOLUNTEERS FOR MINISTRY



(Although winning, building, or sending can occur in any of the activities, the diagram shows the most common.)

The strategy for establishing a ministry that God can turn into a movement is explained in the Global Outreach Strategies and Resources Manual. It involves a proven process modeled on Jesus' example and a Cru Campus ministry. The process involves ongoing events, small groups, and training.

FamilyLife's Weekend to Remember has had over 40 years to develop a lively, entertaining program. Ministry Skills Training can seem dull by comparison. Global's Speaker Training shows how to make training as lively and entertaining as a Weekend to Remember (WTR).

However, in this space a few tips follow:

HOW TO TRAIN OTHERS EFFECTIVELY IN MINISTRY SKILLS

- 1.** Use all the communication skills you've learned to present the WTR or other marriage materials in conducting Ministry Skills Training. We should endeavor to make Ministry Skills Training as engaging and fun as the WTR. Stories, including mistakes made, and humor are especially important.
- 2.** Give participants a chance to practice the skills they have learned about. This is part of Cru DNA.
- 3.** Use group participation exercises. This breaks up the lecture and encourages participants to feel part of something bigger than themselves.
- 4.** Demonstrate yourself what you want them to do. Example: Jesus going to the villages (Mathew 9:38), then sending his disciples to do likewise.
- 5.** To enliven the Ministry Skills Training, don't be afraid to pull in some stories illustrating the first aspects of Christian maturity: the character of Christ and how to live (including marriage).
- 6.** Don't print or share the training schedule. This allows you to be more flexible.

ACTIVITY 3

“Love One Another”

Practicing teamwork in marriage is good training for practicing teamwork in ministry. This activity is a good introduction to learning about teamwork in marriage. Leaders, start this activity by praising your spouse. Then ask for volunteers from the group to share an item from the list that their spouse has demonstrated.

Bear with one another	Colossians 3:13
Be devoted to one another	Romans 12:10
Give preference to one another in honor	Romans 12:10
Be of the same mind toward one another	Romans 12:16
Be kind to one another	Ephesians 4:32
Do not complain against one another	James 5:9
Confess your sins to one another	James 5:16
Forgive one another	Colossians 3:13
Pray for one another	James 5:16
Build up one another	1 Thessalonians 5:11
Encourage one another	Hebrews 10:24
Do not lie to one another	Colossians 3:9
Regard one another as more important than yourself	Philippians 2:3
Stimulate one another to love and good deeds	Hebrews 10:24
Teach one another	Colossians 3:16
Keep fervent in your love for one another	1 Peter 4:8, 1:22
Be hospitable to one another without complaint	1 Peter 4:9
Seek after that which is good for one another	1 Thessalonians 5:15
Do not speak against one another	James 4:11
Show forbearance to one another in love	Ephesians 4:2
Accept one another	Romans 15:7
Bear one another’s burdens	Galatians 6:2
Be subject to one another	Ephesians 5:21
Speak to one another in psalms, hymns, and spiritual songs	Ephesians 5:19
Serve one another	1 Peter 4:10
Pursue things that make peace and build up one another	Romans 14:19
Live in peace with one another	1 Thessalonians 5:13



OPPORTUNITIES FOR VOLUNTEERS

As additional volunteer couples join the local team, they can choose from a variety of opportunities in which to serve. These roles may include:

- Small-group leaders
 - Event organizers
 - Inviters
 - Speakers
 - Donors
 - Outreach and evangelism leaders
 - Other roles using their unique skills and interests
-

SMALL-GROUP LEADERS

Starting a FamilyLife group is a great way for a couple to gain ministry experience. The benefits of small groups include:

- Stimulates and guides meaningful conversation between husband and wife
- Doesn't require an expert Bible teacher, but rather a facilitator
- Requires only a short-term commitment
- Needs no preparation for the actual study from participants
- Emphasizes practical application in the projects
- Versatile in small groups, Sunday school classes, neighborhood outreaches, and weekend retreats

- Provides mutual encouragement and accountability
- Offers a variety of practical topics to choose from
- Teaches participants more about how to live the Christian life
- Gives couples the opportunity to have a ministry together as leaders
- Gives couples (including you) an opportunity to build meaningful friendships with other couples

Additional tips for starting and leading a FamilyLife group can be found in FamilyLife Global's training manual titled "Small-Group Training." A sample session is included as an activity at the end of this session.

A couple may choose to move beyond leading small groups and become a Small-Group Developer, helping others to organize FamilyLife groups. Small-Group Developers create a multiplying ministry.

SMALL GROUP LEADERS	Organize and facilitate groups
SMALL-GROUP DEVELOPERS OR CHURCH AND COMMUNITY LEADERS	Help many others organize and facilitate groups

EVENT ORGANIZERS

Jesus frequently taught in front of gatherings of people. "He began teaching in their synagogues" (Luke 4:15). "The multitudes were pressing around Him and listening to the word of God" (Luke 5:1). "Great multitudes were gathering to hear Him" (Luke 5:15). The miracles he performed authenticated his message. Jesus' public teaching is what initially drew his disciples to him. Later Jesus was able to spend private time instructing or training these disciples more deeply.

Types of Events

- Major
- Exposure
- Training

MAJOR EVENT RESOURCES

Weekend to Remember

This is the full weekend FamilyLife getaway designed to be used in a hotel setting. It is FamilyLife's most thorough presentation of a biblical plan for marriage. The current version has nine hours of lecture. Excellent projects to get couples to apply the principles to their specific relationship and circumstances are included.

Internationally the Weekend to Remember is frequently delivered in a shorter format by leaving out some of the talks.

The hotel-based Weekend to Remember is the most common major FamilyLife event in the US. However, the cost of such an event can be prohibitive for many participants. And the logistics and effort to organize and promote such a sophisticated event frequently strain the ability of a small FamilyLife team. Therefore, Global Outreach recommends that most ministries of FamilyLife start with smaller, shorter, less complex events especially during the early development of the ministry. These events can help to establish the reputation for the ministry and allow speakers to develop their speaking skills.

Excellent presentation during events is critical to the audience response and to attendance at future events. Global Outreach offers Speaker Training which can greatly enhance event effectiveness. See "Training Resources."

First Family, First (a one-day seminar for pastors and their wives)

This seminar ministers to the marriages of pastors and their wives and explains how FamilyLife can help them build godly marriages in their churches. Through practical projects, the pastors are encouraged to make their own marriage a priority by giving it



WEEKEND TO REMEMBER TALKS

- Why marriages fail
- Can we talk?
- Unlocking the mystery of marriage
- From how to wow
- What every marriage needs
- We fight too
- Marriage after dark
- Woman to woman
- Man to man
- Leaving a Legacy

the time and attention it needs to flourish. The Family Manifesto is included in this event; it's a summary of biblical teaching on marriage, divorce, parenting, and other family-related topics.

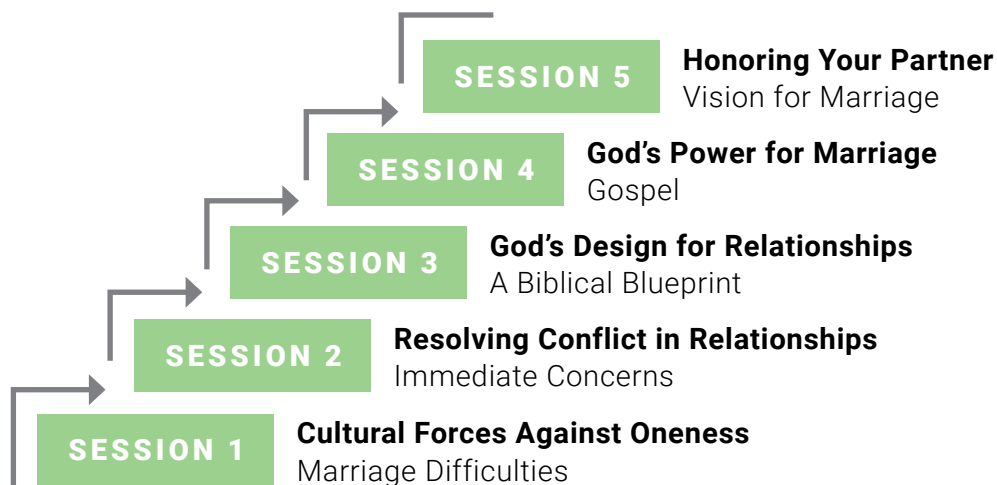
The FamilyLife Couples Series is introduced to the pastors, and a vision is cast for "Reclaiming the Covenant Marriage," "Making Your Church a Training Center for Marriage and Family," and "Reaching Out and Strengthening Families in Your City and Country."

We have seen the value of this seminar when the pastors respond with invitations for FamilyLife to help them train and equip lay-leader couples for a family ministry team in their churches. The idea is to help the pastor mobilize couples for family ministry.

Couples Relationship Seminar (CRS)

This event is designed for couples married or living together who have little prior knowledge of the Bible. Session 4 is directly evangelistic using the Four Spiritual Laws to share Christ. But even church couples enjoy this one-day seminar containing less than four hours of lecture. Both couples' and group projects are included. This format has been particularly effective for recruiting couples to participate in FamilyLife groups afterwards.

The CRS talks are arranged to be in an ascending level of understanding and commitment. However, any of these talks can be used alone. This makes them valuable in shorter (perhaps one- or two-hour) events. A complete presentation script is available to help beginning speakers. Contact global@familylife.com.



Art of Marriage

The Art of Marriage is available as a Friday night/Saturday video event. It can also be conducted over six days.

The Art of Marriage video event is designed for hosting locally in a church, community, or home setting. The six engaging video sessions are interspersed with projects for couples to complete to reinforce lessons. A Host Guide provides complete instructions for planning, promoting, and hosting the event while on-screen prompts and project countdowns guide the video viewing.

Before You Leap

Before You Leap is a full-day seminar designed for individuals who are hoping to be married someday. The title, which comes from the phrase “look before you leap,” presents a biblical perspective to help singles prepare themselves for marriage and navigate various aspects of a dating relationship. It helps participants answer questions like, “Is everything I hear about marriage true?”, “Am I ready for marriage?”, and “What about sex?” This seminar can be used in a variety of settings including campus outreaches.



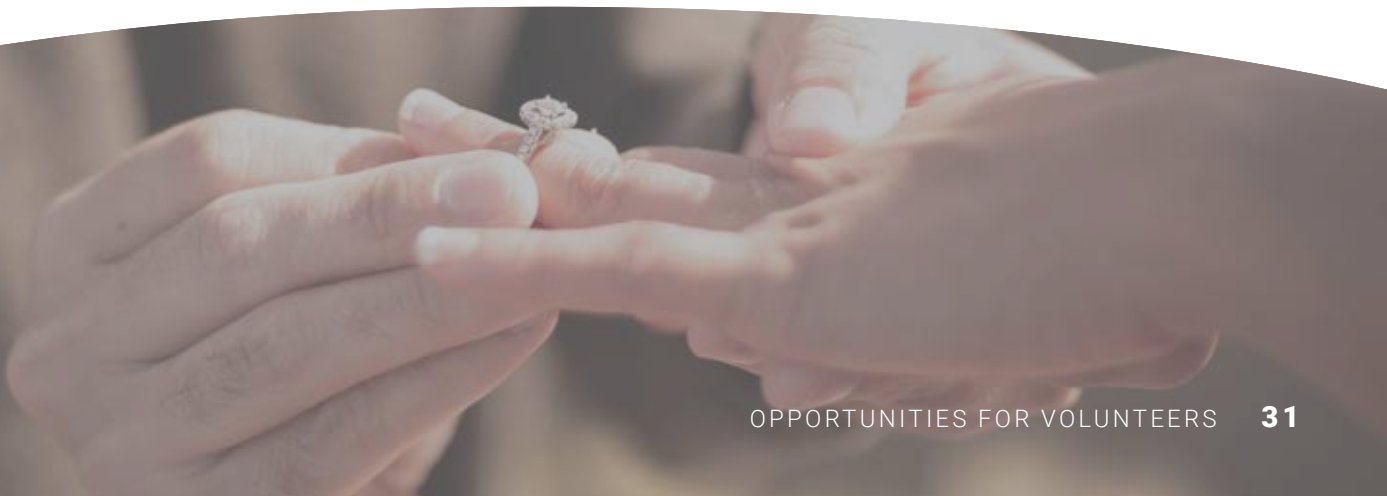
ART OF MARRIAGE SESSIONS

- Love Happens
- Love Fades
- Love Dances
- Love Interrupted
- Love Sizzles
- Love Always



BEFORE YOU LEAP SESSIONS

- Love and Marriage: Illusion or Ecstasy?
- Capture the Mystery
- Ready or Not?
- Maximum Sex: God’s Design for Intimacy
- Before You Say “I Do”



I Still Do

I Still Do is a one-day marriage event that culminates in a re-commitment ceremony. I Still Do typically has 4-5 presentation topics centered on celebrating and re-affirming the importance of strong, healthy, committed marriages. There is not a prescribed speaking outline for presenters, nor is there a note-taking outline for the participants. This gives the speakers much more flexibility in what they share (and it underscores the importance of FamilyLife knowing the speakers well enough to know that the speakers will represent FamilyLife's message well.) Unlike most other FamilyLife events, there is not time built into the schedule for couples' application projects. In the US, I Still Do has been done both as a large-scale arena event with thousands of participants and as a multi-location simulcast event. Because of the flexibility in what the speakers share, outside of the US, the event titled I Still Do often refers to any one-day marriage event conducted by FamilyLife.

EXPOSURE EVENTS

Jesus used large-group meetings to accelerate the ministry, but he also went to the people in their villages and synagogues (Luke 8:1, Luke 13:22, Mark 6:6, Matthew 11:1, Matthew 9:35, Matthew 4:23, Mark 1:14). In the same way, we can minister to people where they are and serve local churches through "exposure events."

Exposure are short events (often only an hour or two) that expose attendees to FamilyLife principles. They can be highly outreach oriented, giving attendees the opportunity to receive Jesus Christ, and they can also help launch a small-group ministry within a church or community. Exposure events could include a marriage enrichment talk, a discussion-oriented seminar using the FamilyLife Couples Series, excerpts from the Couples Relationship Seminar, or short talks/marriage testimonies that key couples develop on their own.

FamilyLife Global's Speaker Training can be a helpful resource in showing couples how to start speaking at exposure events.

TRAINING RESOURCES

FamilyLife Global also offers training resources that can be used as training events for volunteers.

- Global Outreach Strategies and Resources
- Small-Group Training
- Speaker Training
- Building Strong Marriages in Your Church
- Funding a FamilyLife Ministry
- Promoting Events and Small Groups
- Working with Volunteers

INVITERS

Andrew was one of the 12 disciples chosen by Christ. He was faithful to Christ all the remainder of his life. But one of the most significant acts of service Andrew ever did was on the first day he met Jesus. “The first thing Andrew did was to find his brother Simon and tell him, ‘We have found the Messiah’ (that is, the Christ). And he brought him to Jesus” (John 1:41-42a). He was an inviter.

Andrew didn’t have to give a speech or lead a Bible study. He simply brought his brother. Peter responded partly because of his relationship with Andrew. Likewise, if we are to be the most effective in bringing others to events, we need to have a relationship. We have relationships with many already: family, coworkers, friends, neighbors, church members. Actively working to deepen relationships and establish new ones will make it possible for us to bring friends and family to events where the gospel is shared. God can use inviters to result in changed lives.

SPEAKERS

“Not many of you should become teachers, my fellow believers, because you know that we who teach will be judged more strictly” (James 3:1 NIV).

The Importance of Quality Speakers

Developing quality speakers is a critical aspect of expanding a ministry of FamilyLife. The speaking style we train and encourage for FamilyLife speakers emphasizes humor and personal illustrations, including sharing our mistakes and weaknesses. This style can set our events apart from a church preaching session and ultimately help us to reach a younger and more secular audience. Someone has said that “Our personal illustrations are what God uses to touch hearts, and the jokes we tell bring in next year’s audience.”

We also encourage couples to speak together as a team. Once again this sets our ministry apart from a church service and helps us to reach a younger and more secular audience. Most important, speaking as a couple demonstrates a husband and wife working as a team that will be remembered long after our words are forgotten. This is an opportunity for us to demonstrate the relationship between Christ and His church.

The quality of FamilyLife’s speakers will also affect the finances of a national ministry. For a ministry to prosper, we need speakers good enough so that couples will pay to hear them. This can enable us to break even or hopefully make money on our events. When events consistently lose money, the ministry cannot expand. Potential donors frequently evaluate a ministry by the quality of the speakers. They will be more willing to invest in your ministry if the speakers made them laugh and told stories that touched their hearts.

Speaker Training

FamilyLife Global’s Speaker Training can greatly help relatively inexperienced speakers. It prioritizes the attributes of FamilyLife speaking by emphasizing the most important skills to be mastered first.

FIRST PRIORITY	SECOND PRIORITY	THIRD PRIORITY
<ul style="list-style-type: none">• Biblical Content• Connection• Illustrations• Humor• Timing• Husband/Wife Team	<ul style="list-style-type: none">• Eye Contact• Body Language and Gestures• Voice	<ul style="list-style-type: none">• Notes and Visual Aids• Dress/Appearance• Teamwork

This training also covers other aspects of FamilyLife speaking such as logistics, flexibility, managing a speaker team, and constructing a FamilyLife message. Speaking resources are provided, including a joke log.

DONORS

Donors are an important part of a FamilyLife ministry. God uses donors to enable us to help families.

False Assumptions

The following are a few false assumptions about money and ministry.

1. Dealing with money is unspiritual.

The Bible has a lot to say about money. Moreover, money is a resource God provides to do His work. Just like the talents Jesus spoke of, God expects us to use money wisely. Dealing with money is a vital part of the ministry.

2. We will be successful if we run the ministry using business practices.

Just as standard business practices do not necessarily make a business successful, neither will they make a ministry successful. However, poor money management can handicap or even destroy an otherwise productive ministry.

3. All we need to do is pray.

Prayer is important. However, if all God required was prayer, virtually every ministry would thrive financially once they discovered that principle. Like in many things, God expects us to do our part in faith to fund the ministry to which He has called us. Somebody has said, "Success comes from praying like everything depended on God, and working like everything depended on us." Both prayer and hard work are necessary to fund a ministry.

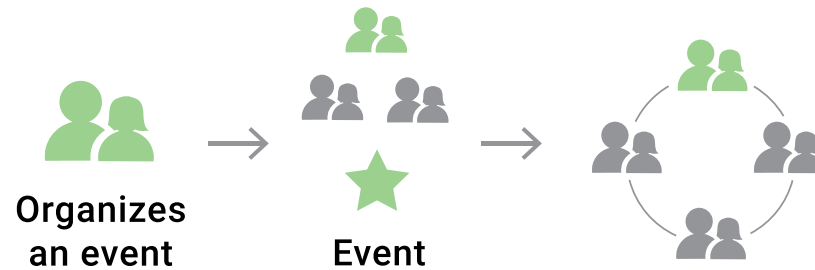
Donations

Is it biblical to make appeals to donors? Cru believes that donor appeals are not only biblical, but an integral part of this ministry based on the following scriptures:

- *God is the provider (1 Kings 17).*
- *Moses commands giving (Exodus 25, 35, 36).*
- *David makes an example of giving (1 Chronicles 29:19-20).*
- *Nehemiah asks an unbelieving King (Nehemiah 1, 2).*
- *Women support Jesus and disciples (Luke 8:13).*
- *Paul commends the church in Macedonia (2 Corinthians 8, 9).*

OUTREACH AND EVANGELISM LEADERS

Some volunteer couples will have a gifting and passion for outreach and evangelism. A non-threatening event can bring in couples with the greatest needs, who can then join a small group to receive ongoing teaching and encouragement.



OUTREACH EVENTS

- Cookout (backyard, park, lake)
- Christmas coffee
- Christmas cookie exchange
- Luncheon (or breakfast) with a speaker
- Home dessert with a testimony or challenge
- Super Bowl or other sports event party
- Easter egg hunt
- Volleyball or other sports activity
- Houseboat party with a Bible study
- Craft demonstration
- Neighborhood project
- Home dinner party with a testimony
- Catered dinner with a speaker
- Fashion show with a testimony
- Valentine party or banquet
- Costume ball with a speaker
- Seminar for engaged couples
- Marriage or parenting seminar

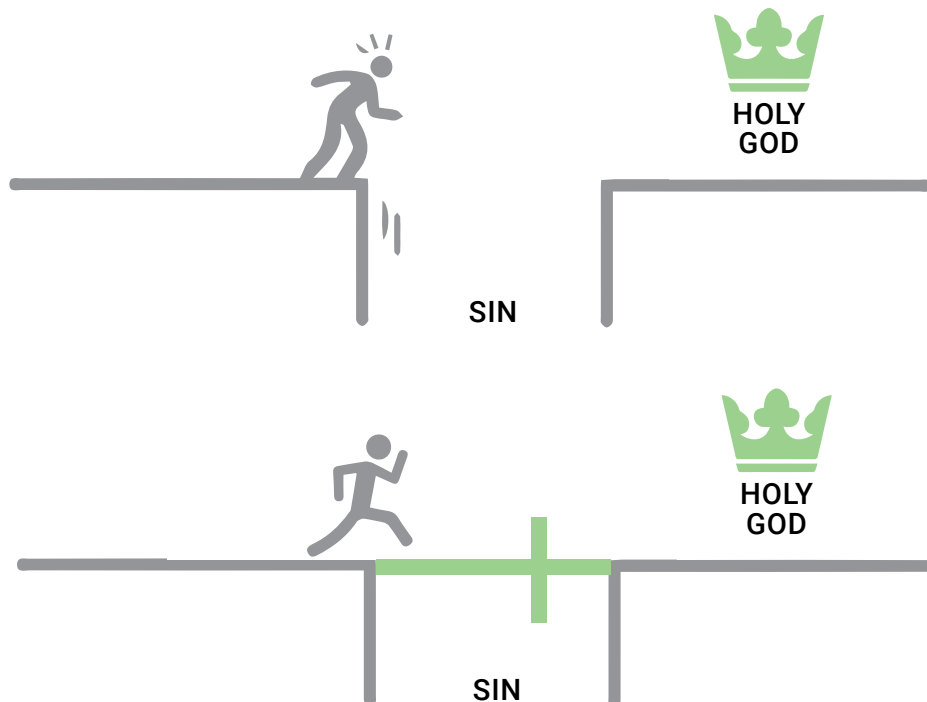
At the outreach event, you can offer a chance to express interest in small groups with a response card. Women are usually more receptive, especially among non-Christians. If a husband isn't ready to join a group, try forming a women's group first. The women can organize periodic socials to which the husbands are invited. Frequently, after the men get to know you through their wives, they will be willing to try a group.

Personal Testimonies

Sharing your personal testimony of how you came to faith in Christ can be a great way to reach out to nonbelievers. Paul told his personal testimony in Acts 26:4-22. This is a good model to follow.

A personal testimony usually has three sections:

- Life before Christ
- Conversion Experience
- Life after receiving Christ



Please note that Paul's testimony is only about 460 words. We should aim for a testimony of about 500 words or less (roughly three minutes of speaking).

OTHER ROLES

Volunteers will naturally gravitate toward those roles in which they have the most interest, natural talent, or experience. Be open to allowing volunteers to use their special knowledge and gifting to contribute to the ministry. Other roles may include (but are not limited to):

- Writing
- Media
- Radio
- Graphic Design
- Fundraising
- Hospitality

One mistake some leaders make is trying to pigeonhole volunteers into tasks unsuited for them. Adult ministry requires much more flexibility. Be creative and open to allowing volunteers to serve in unconventional ways.

Allow others to explore the gifts God has given them. Nobody can do everything. In fact, Scripture (Romans 12) clearly teaches that the Body of Christ has very different gifts and urges us to “exercise them accordingly.” Usually this Scripture is applied to a church. But it is particularly applicable to a multiplying ministry. The key is to not allow the ministry to be limited by any individual. Similarly, 1 Corinthians 12:12-24 teaches us about unity and diversity. We are all parts of the same body, made up of many different functions working together.

ACTIVITY 4

Sample Session

This sample session gives participants the opportunity to experience what a full FamilyLife Couples Study would be like.

WARM-UP | 10 Minutes

- Introduce yourself and share how you and your spouse met.
- Share with the group a time when you and your spouse worked together on something. Some ideas include cooking, doing a home renovation project, writing, speaking, building, organizing, etc. What challenges did you face? What were the benefits of working together?

BLUEPRINTS | 30 Minutes

1. Share at least one way you and your mate complement each other as team members.

2. Consider the verse below. What are some of the obstacles in our culture that discourage couples from working as a team?

"Two are better than one because they have a good return for their labor. For if either of them falls, the one will lift up his companion. But woe to the one who falls when there is not another to lift him up. Furthermore, if two lie down together they keep warm, but how can one be warm alone?" ~ Ecclesiastes 4:9-11

3. Do you think it is more difficult for a married couple to work as a team than others? Why?

4. Read and discuss the following verses one at a time. How can they help build teamwork in marriage?

• Hebrews 10:25

• Ephesians 5:21

• James 5:9

• Romans 14:19

• Philippians 2:3

• James 5:16

WRAP-UP | 10 Minutes

Individually write down as many ways as you can think of in one minute that you and your spouse have demonstrated positive teamwork. When time is up, exchange lists with your spouse. Share with the group something received.

WIFE'S LIST

HUSBAND'S LIST

MAKE A DATE

Make a date with your spouse in the next week to complete the following project.

AS A COUPLE | *25 Minutes*

1. Share your answers from the individual time with each other.
2. Brainstorm ways you can improve teamwork in your marriage.
3. Finish your time together by praying that God will help you to work as a team in a way that honors and glorifies Him.

Global Outreach

TRAINING MANUALS



Global Outreach Strategies and Resources (GOSAR): This manual provides an overview of Global Outreach's FamilyLife strategy and is the foundational training document for developing an international FamilyLife ministry.

The following how-to manuals build upon the strategies and resources given in the GOSAR:

