Starting a Ministry
(a few tips...)

2017 Family Wellness Ministry
Leadership Conference

St. Paul’s Greek Orthodox Church
Irvine, California

May 20, 2017
1. Identify Need
2. Appoint Leader
3. Create Plan
4. Garner Support
5. Deliver Quality
6. Communicate Results
7. Show Appreciation
8. Pray
1. **Identify Need**

- Why do this?
- Investigate: Gather inputs to define the need.
  - Surveys, interviews, observations
- Answer: What gap will the Ministry fill?
- Clarify: The Benefits & Opportunities which lie ahead?
- Determine: Is it a Need or a Want? ("gotta" have or "nice" to have?)
- Prioritize: How does this Ministry “fit and coordinate” within the context of all Parish Ministry work?
  - People and Parishes all have finite time, talent and treasures to apply to Ministries.

2. **Appoint Leader**

- “Chicken or the Egg” question – which comes first, need or leader?
  - In many cases a parishioner will initially identify a need and move the ball forward; but after the need is reviewed, it may be apparent this person may not be the right leader going forward.
- Select the “right” Ministry Leader.
  - The wrong leader can set back the Ministry for years.
- Must be passionate about the cause.
- Credible Orthodox Christian within the Parish.
- “Champion of the Ministry” who takes responsibility to move it forward and who will advocate for it (repeatedly!)
3. **Create Plan**

- Start with simple, few-page game plan to get Ministry grounded.
- Show the steps to take, dates & person(s) responsible.
- Plan is “owned” by Ministry Leader.
- Don’t over-plan; simple, direct plan is best at first.

4. **Garner Support**

- Ensure the Priest and Parish Council are in full support.
- Work with complimentary Ministries at the Parish level (i.e.: Family Wellness & Sunday School, GOYA, other Counselling programs, etc.).
- It’s a process:
  - Build awareness through initial communications
  - Increase curiosity as programs near
  - Provide a positive experience to participants
  - Receive “buy-in” and support going forward
- Strive to have the Ministry included in the annual Parish budget.

5. **Deliver Quality**

- Build confidence in the Ministry by delivering good quality programs in “small bites” per your planned dates.
- Quality always surpasses quantity in the long-term.
- Always can add more programs later, especially if Ministry is known for its program quality.
- Tough to always show a FWM “success or failure” metric, but can show program progression, reviews and increased participation levels.
- Survey program participants (if applicable) to determine baseline for adjustments in the future.
6. Communicate Results

❖ Consistently. Announce upcoming programs and report progress or outcomes.
❖ Don’t let Ministry wane. Build awareness as you begin the new Ministry and then keep momentum up through active communication.
❖ Continue to build credibility and increase “followership”:
  ▪ Show and tell of impacts and progress
  ▪ “We said” (what we’ll do) - “We did” (delivered)
  ▪ Use 1st person accounts, tell 3rd person stories & use statistics to demonstrate progress and increase credibility
  ▪ “Met the plan and responded to unplanned requests or situations”

7. Show Appreciation

❖ Milestones should be celebrated.
❖ Most volunteers in a Christian-based Ministry are not looking for personal adulation. But, everyone likes a “thank you” now and then!
❖ Demonstrate a deep respect to the time, talent and resources your volunteers are bringing forward – it is their gift to God, His Church, the Ministry and, to an extent, directly to the Ministry Leader.
❖ Encourage others to join the work that the Holy Spirit is guiding within the Parish.
❖ Thank your volunteers, your Priest, your fellow Ministry Leaders, the Parish Council, participants, and supporters!

8. Pray

“Rejoice always, pray without ceasing, in everything give thanks; for this is the will of God in Christ Jesus for you.” - 1 Thessalonians 5: 16-18