

# Shared Ministry Systems Model - Components

Based on the work of Jean Morris Trumbauer

***As we go through these components cross out any words that would be unfamiliar or inappropriate in your situation and replace them with words that would work for you.***

- 1. Planning** – What to focus on - which ministry areas and/or what component of the process  
Calling forth and forming the Core Volunteer Ministry team  
Doing an organizational assessment – where are we now in relation to each of these components?

Developing a written plan

- 2. Discovering Gifts**

Gift Inventory forms

Gift Discovery classes

Resources for volunteer groups to use during their regularly scheduled meetings or trainings

- 3. Designing Ministries and Position Descriptions**

Intentionality – taking into account emerging trends in life-styles and faith-based ministry

Creativity - relating to organizational goals and tasks; the gifts and expectations of those available to do the volunteering

Diversity – provide variety of time commitments, schedules; tasks that appeal to differing motivations and gifts

- 4. Recruiting**

Paying attention to people's gifts and ways they might feel called to minister and grow in following their spiritual path

Planning processes to recruit people with the appropriate gifts to fill the volunteer needs.

Importance of personal invitations

- 5. Interviewing**

Initial or exploratory

Screening

Supervisory

Exit or closure

## **6. Matching**

After recruitment sign-up campaigns

Commitment to follow-up so no one falls through the cracks

Putting the right people in the right volunteer positions so timing, gifts and interests match.

## **7. Training**

Goals are community building, skill building, inspiration (spiritual growth and maturity), planning

## **8. Supervising**

Partnership and/or coaching relationship that facilitates and supports the personal and spiritual growth of the faith-based volunteer, while promoting and ensuring organizational goals are accomplished.

## **9. Supporting**

Validating the personal identity and worth of the individual

Providing genuine help, tools to do their job

Responding to each person's need to be dealt with as a unique individual.

## **10. Evaluating:**

Specific volunteer program or project

Behaviors, learnings and growth of the volunteer

Impact of the volunteer's ministry on those served

How well the entire volunteer system itself is working

Group meeting process or ways the group works together

Effectiveness of the supervisor's role and assistance

## **11. Managing Data**

Volunteer service history for each volunteer minister

Gifts databank

Risk Management screening information