

# LOGOS USER GUIDE

## Process of Call

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## Contents

INTRODUCTION .....	3
GENON MINISTRIES: WHO WE ARE.....	3
OUR CORE VALUES .....	3
THE BEGINNING .....	4
WHAT WE BELIEVE.....	6
CALLING PERSONS TO MINISTRY.....	7
BEING CALLED INSTEAD OF RECRUITED.....	7
FOUR ELEMENTS OF CALL .....	9
Receiving the Call .....	9
Resistance .....	9
Reassurance.....	9
Obedience.....	9
STEPS OF THE CALL PROCESS.....	10
FORMING A CALL TEAM .....	14
A Model for Calling Persons to Ministry .....	14
Helpful Hints for the Call Team .....	15
DISCERNING AN INVITATION TO SERVICE.....	16
PROCESS OF CALL TOOLS.....	17
Are You Open to Using Your Gifts for Ministry?.....	17
Identifying Needs.....	18
Identifying Names.....	19
Work of the Call Team .....	20

# INTRODUCTION

## GENON MINISTRIES: WHO WE ARE

### ***Our Mission***

*Mission Statement: GenOn Ministries equips faith communities and families to develop Christian disciples of all ages through intergenerational ministry.*

### ***Our Vision***

*Vision Statement: Children, youth, adults and families are nurtured toward lifelong faith and Christian discipleship, and communities of faith are energized and strengthened for renewed growth.*

## OUR CORE VALUES

**AFFIRMING** We affirm that an abundant life-giving relationship with God through Jesus Christ is more important than anything else in life.

**LIVING** We seek to live with God as the center and focus of everything we do, following the Bible as our guide and standard.

**NURTURING** We develop and deepen Christian relationships which nurture people into lifelong faith and discipleship.

**PARTNERING** We recognize that partnering with the Body of Christ, the church, is essential for excellence in Christian nurture, and that God has called the church of Jesus Christ into being as the primary means of ministry in the world - including ministry with youth and children.

**PRACTICING** Through our ministry and training, we advocate the study and practice of four vital elements of ministry which originate from Acts 2:42 – teaching, fellowship, breaking bread, and worship, and that this model of ministry, LOGOS, is of God, called in a significant way to reach out and minister to young people in and through churches of many denominations.

**SERVING** We strive to be accountable as stewards of the gifts God has entrusted to us: time, talent, and treasure, including gifts for ministry given by God to individuals and congregations, and that dollars given to GenOn Ministries will go further, over a longer period of time, make more difference in the lives of more young people, and generate more lifelong commitments to Jesus Christ, his church and its mission.

**EQUIPPING** We equip adults to do ministry by providing training, resource materials and on-going relational support because it is responsible stewardship to equip thousands of churches, with their tens of thousands of members and leaders, to nurture youth and children into faithful relationship with Jesus Christ by utilizing personnel and materials already in place within congregations.

## **THE BEGINNING**

GenOn Ministries was originally known as the Youth Club Program and was initiated in 1957. Dr. Dale K. Milligan convened and challenged a group of clergy who were conducting their own weekday Youth Club Programs to pool their efforts and help one another provide Bible Study materials designed especially for their Programs.

This group of clergy, augmented by the inclusion of Lamar Otis, a devoted Christian businessman and member of the Beulah Presbyterian Church as financial advisor and treasurer, became the charter members of what is now GenOn Ministries. They were: the Rev. Frank Bates, Dr. G. Mason Cochran, the Rev. Lloyd Dalbey, the Rev. Harry Orr Leitman, the Rev. Bruce Milligan, the Rev. Dr. Dale K. Milligan, Mr. Lamar J. Otis and the Rev. Aaron Powers.

Like pebbles dropped in a pool of water, each Youth Club Program sent out ripples of influence reaching out to more and more clergy and churches. These programs in the churches served by these leaders became so successful that increasing numbers of other clergy and congregations asked for help to start similar programs. Training seminars were begun at the Beulah Presbyterian Church in Pittsburgh, PA, and were subsequently replicated around the country under the leadership of Dr. Milligan, assisted by members of the Beulah Presbyterian Church, and Southminster Presbyterian Church in Mt. Lebanon, PA.

In 1963, Youth Club Program incorporated in Pittsburgh, PA. In the mid-80's, the name "LOGOS" was chosen to reflect the biblical basis and focus of the System and Program and the name was changed to LOGOS System Associates. In 2005, LOGOS System Associates changed its name to The LOGOS Ministry, reflecting the church wide system of ministry that transforms individual lives and entire congregations.

The LOGOS Ministry became GenOn Ministries in 2012, continuing a firm belief that an abundant life-giving relationship with God through Jesus Christ is more important than anything else in life, and that nurturing people, especially youth and children, into this relationship of faith with God through Jesus Christ is the most important thing the church ever does. GenOn Ministries' *mission* – and we believe calling as well -- *is to equip faith communities and families to develop lifelong Christian disciples of all ages through intergenerational ministry.*

GenOn Ministries continues to equip churches to build and nurture abundant life-giving relationships of faith with God through the disciplined approach called LOGOS. LOGOS is GenOn's signature offering for a weekly intergenerational experience for children and/or youth that creates an intentional arena where children, youth and adults, together, can learn about, experience and practice the art of Christian relationships. In these cross-generational gatherings, young people and adults eat together, play together, study together, and pray together.

When effectively practiced, our intergenerational ministry has shown to be highly effective in:

- passing on the faith to younger generations,
- in nurturing children and youth on their faith journey, and
- energizing the whole church through the building of relationships

In addition to building relationships in LOGOS, GenOn Ministries continues to design and promote lifelong disciple-building experiences through annual GenOn Youth Summits (youth conferences).

By partnering with more and more churches, GenOn Ministries expects to see children, youth, and adults nurtured toward lifelong Christian faith and discipleship, and communities of faith energized and strengthened for renewed growth.

GenOn Ministries invites faith communities of all sizes to explore how adopting these practices can help them be more effective in fulfilling the mission of the church in their community.

As a 501(c)3 not-for-profit organization, GenOn Ministries is incorporated in the state of Pennsylvania as a charitable organization for whom contributions are fully tax deductible.

## WHAT WE BELIEVE

Our keystone ministry, LOGOS, is a 4-part experience with children and youth where everyone participates in Bible study, Recreation, Family Time and Worship Skills. LOGOS is built on three **KEY PRACTICES**:



***Theology of Relationships*** A strong scripturally-based understanding of who God is in our lives, the nature of our personal relationship with God, and the resulting impact on our relationships with others because of God's presence in our lives.



***Process of Call*** A scripturally-directed approach for aligning personal gifts and efforts with the needs of a ministry or mission that results from God's purpose and plan.



***Balanced Ministry*** A requirement that ministry addresses and engages the mind, soul and body in a disciple-making process that teaches and provides an opportunity to practice the faith.

LOGOS creates an arena where people of all ages are transformed, regardless of a church's size, culture, ethnic mix or lack of it, economic context, or demographic definition. Through training, resources and support, LOGOS helps churches strengthen their ministry effectiveness with youth and children and bring young people into a relationship with God through Jesus Christ.

## CALLING PERSONS TO MINISTRY

**TO LEARN MORE, find these resources in the GenOn online store:**

Workshop: Hey You!

Quick Reference: Process of Call

Leader Training Module: Intersections

Recommended Resources for Call Process

### **BEING CALLED INSTEAD OF RECRUITED**

Anyone who has been given the responsibility of staffing a church program knows that the task can seem overwhelming. Finding someone – anyone – to commit to all the tasks needing to be performed often turns into a recruiting frenzy. With deadlines, unclear expectations, low commitment levels and busy schedules, the process of filling positions with reluctant volunteers often produces less than desirable results.

Many of us know what it is like to be recruited to do a job. Very often, persons involved in this process are put in positions for which they have little or no aptitude or interest. The persons being recruited often accept the position, not because they really want to do it, but because they:

- Feel pressured because no one seems available or willing.
- Feel guilty because they haven't helped out before.
- Feel a loyalty to the person doing the recruiting and don't want to let him/her down.
- Feel obligated to take their turn.

Often the person being recruited ends up feeling like a round peg in a square hole. Persons with neither the gifts nor the spiritual calling that energizes their service are put into positions and responsibilities that God never intended them to bear. The result is they often undertake their tasks as duty instead of privilege, are unfulfilled in doing them, and often generate dubious results instead of inspired ones. Burnout is inevitable.

The process of recruiting is a secular process. The focus is on the job, not the person. The idea is to contact as many people as possible to find someone who will fill the slot. Such a process is not appropriate for the church where serving God and building Christian relationships are everything and the people always come first!

When calling persons to share their gifts in ministry, the person and their gifts need to be prayerfully matched to the tasks needing to be performed. It is a biblical process. God never recruited anyone.



GenOn Ministries believes that all persons are created in the image of God (Genesis 1:27) and are endowed with the gifts and talents needed to accomplish the purposes for which they were created (Ephesians 4:11-16). When they commit themselves to become disciples of Jesus, they are committed to the service of Jesus Christ, and to obeying his teachings (I John 3:23-24). This biblical process of call is a **KEY PRACTICE** of LOGOS.

Given that obedience, Christ calls each disciple to invest his/her gifts and talents in the fulfillment of Christ's specific purpose for him/her. Those calls are discovered through prayer as we wait upon God's Holy Spirit to lead us. When we follow this leading, God will work for good (Romans 8:28).

The power to serve Christ, and all spiritual leadership and service, are consistent with the disciple's obedience (I John 3:23-24). Thus, a "calling" is not by any means limited to the clergy, or other religious vocations, but should be the normal expectation of every Christian. Every kind of work that in any way benefits the best interests of others is an offering to God.

In the Christian community of the church each of us has the responsibility and privilege of identifying, and sometimes calling forth, the gifts of others that may not have been recognized before even by the possessor of them! Every Christian is a part of the Body of Christ. Every part of the Body is important to the whole. Everyone is called into ministry according to the gifts that God has given to each person (Romans 12:4-8).

There are many examples of God calling people to use their gifts in ministry. The biblical list of those called is virtually endless, and includes the whole range of persons who responded and accepted their responsibility and privilege to "serve the Lord with gladness."

### **Interpreting the Call Process to the Congregation**

**REALITY: GIFTS** God equips every Christian with gifts and calls every Christian to share in the work of ministry to build up the Body of Christ. There are sufficient gifts in a particular church to fulfill the ministry to which they are called and empowered.

**CONVICTION: CALL** The best way to deploy the gifts of all the people for ministry is to recover and implement the Biblical concept of Call.

Most people in the congregation are so accustomed to the process of recruiting volunteers to fill the empty slots on committees, boards and teaching staffs, that the concept of calling people to ministry according to their gifts is a new way of thinking. Help the congregation understand the Biblical basis for the process of call. Some ways to do this are:

- ✦ Include Bible study sessions on the subjects of "Call" and "Gifts" in adult education classes.
- ✦ Have clergy preach several sermons on the subjects of "Call" and "Gifts".
- ✦ Discuss call and gifts in parent's meetings and staff meetings.



- † Carefully explain the process when calling persons to ministry.
- † Include an explanation of the process when visiting groups in the church and inviting adults to fill out gift inventory forms.
- † Sample Bibles Studies on the Biblical concept of Call are included in the *Leader Training Modules*, free in the GenOn Ministries online store. These would be a great benefit to help adults understand the concept of call.

## **FOUR ELEMENTS OF CALL**

There are four elements that we experience when being called:

### ***Receiving the Call***

The call from God is received in many ways. Moses saw a burning bush. An angel visited Mary. Samuel heard a voice in the night. Seldom do we have such dramatic experiences. Our calls are often discerned through scripture, prayer or other persons who recognize our gifts.

### ***Resistance***

Most people are surprised by the invitation to serve and question whether they are the right person for the ministry task. When we read the scriptures we discover that we are no different from most of the people God called in terms of our response. "Who? Me?" We have doubts and questions.

Most of the people we read about in the Bible still resisted, even after God's assurance. We are no different. It is not unusual for us to continue to question and to want all the answers before we say yes.

### ***Reassurance***

God does not accept our first response, but reassures us that we have or can develop the gifts to do the ministry task. God also assures us that we will be equipped to do the job. Through prayer, we receive God's assurance.

When the person calling us to ministry encounters our resistance, the response is, "You are not in this alone. We will support you and will be there for you."

### ***Obedience***

With the assurance of the support and help we will receive from God and God's servants, we ascertain through prayer that we will accept the call and obey the leading of God. Those doing the calling must believe that calling people, rather than recruiting them, will work. They must be willing to put the call in the hands of God and let God be in charge, letting the calling happen in God's way and in God's time (although at times they may not think the Lord understands their deadlines).

Pastor and author Frederick Buechner defines call (or using his word, vocation) this way:

*"It comes from the Latin vocare ("vo-car"), to call, and means the work a person is called to by God. The place God calls you to is the place where your deep gladness and the world's deep hunger meet."*

*(From Wishful Thinking: A Seeker's ABC. HarperSanFrancisco. 1993. 118-119.)*

LOGOS has developed a process that is effective in helping the church invite people into ministry that has the best chance of matching the church's needs and the spiritual gifts and interests of the volunteer. This process of calling persons to use their gifts in ministry is an opportunity for you and all those involved for growing in faith.

## **STEPS OF THE CALL PROCESS**

To understand the steps of the Process of Call, use an acrostic that spells the most significant part of the Process of Call, PRAYER. It is recorded in the book of Luke that Jesus spends the night praying, and the next day, calls his disciples. We believe we should do likewise using our Process of Call.

### **P = PROBE SCRIPTURES**

The first step in the Process of Call is **P** for Probe Scriptures. Study biblical stories where God issued a call to a specific person. Consider the stories of Moses, Abraham, Jonah, Mary, Paul and others. Sharing these stories in a variety of ways is paramount to understanding how God works in peoples' lives to bring them into ministry.

### **R = ROLE DESCRIPTIONS**

The second step of the Process of Call is **R** for Role Descriptions, or defining needs and opportunities.

It is critical to know what you are calling people to do, so determine each role to be filled. Some positions might be:

- LOGOS Director and Assistant Director
- Coordinator for each of the four areas
- Bible Study teachers
- Teaching assistants
- Recreation Play leaders
- Worship Skills Directors, accompanists, teachers/leaders
- Dinner Dean
- Table Parents
- Head cook
- Treasurer/ Recorder
- Publicity Director

Use the "Identifying the Needs" form, found at the end of this document. For each position, write a description of the position, consider how much time it will take, and think about spiritual gifts and personality traits that would work best for this position, and the training and support for this role. This step takes time and the information is always being updated.

The number of positions and people to fill these positions depends on the size of the LOGOS enrollment. In churches with smaller enrollment, some positions will not be

needed, others can be combined, or one person may carry responsibility for two tasks instead of one.

In churches with larger enrollment, it will be good to have many positions to distribute the responsibilities and provide enough opportunities for service for every parent or sponsoring adult to have a position. See the LOGOS User Guide sections for each of the four parts for detailed descriptions of roles.

### **A = ABILITIES AND GIFTS**

The third step of the Process of Call is **A** for Abilities and Gifts, or resources and capabilities.

It is important to believe that if God wants a ministry to take place in your church, God will give your church the resources necessary for that ministry. So, after the positions have been defined, it's time to consider the abilities and gifts or resources and capabilities that God has placed in your midst.

Knowing gifts of each person in the congregation is extremely helpful in discerning God's plan for LOGOS. To gather this information, use information from informal and formal conversations, Gift Inventory tools, friends and friends of friends.

Secure every available list of names of persons in the church: church roll, church school classes, men's groups, women's groups, fellowship groups, service groups, study groups, prayer groups, visiting families.

For each person, complete an Identifying the Names form (at the end of this document). This is not a one-time project, but an on-going project as new people come into the church, new gifts are recognized and new opportunities become available.

### **Y = YOKE ROLES AND NAMES**

The next step of the Process of Call is **Y** for Yoke Roles and Names or, in other words, join needs with capabilities to find those areas where people can be energized and animated. One definition of yoke is to become joined or linked, which is the perfect description of matching roles with names.

In this step, the information on the Identifying the Needs and Identifying the Names forms are joined together, and positions are matched with individuals. Ideally, one role is matched to one person based on the information you have defined for each. This step must be surrounded by prayer by a group of people to truly know who God is calling for a particular position.

A true calling is from God and confirmed in community (Acts 13:2-3). Even Paul who encountered a direct call from God went before the disciples to have that calling confirmed (Acts 9:26-30). If an individual believes he or she hears a calling and the community cannot confirm it, it runs the danger of equating one's personal desires and likes with God's calling. And conversely, if the community believes someone is being called to a particular ministry, but the person refuses to believe

and receive it, it will always be an uphill battle of reassurance and lack of effectiveness.

When considering individuals for roles, there are three essential qualities to consider. For the position being considered, each person must:

1. Love God
2. Love the specific age group of the position
3. Have a gift to share

These qualities must be considered in that order. A faithful (1), talented musician (2) who does not love youth (3) should not be directing your youth choir.

*\*Note: In addition, your church should have a process for screening staff and volunteers who work directly with children and youth in your church. Your church insurance company may have requirements for adult/child ratios, and for screening requirements. These screening requirements may vary from state-to-state. Establishing an abuse prevention and response policy is important for protecting children, youth and adults from potential abuse situations and/or false accusations. Most denominations have resources to inform congregations about safe sanctuary issues. Safe Sanctuaries by Joy Thornburg Melton is an excellent resource for your congregation; this book also includes sample forms that can be used for screening procedures. It is imperative to include procedures to cover all potential abuse issues in your discipline policy.*

## **E = ENGAGE IN CONVERSATION**

The 5<sup>th</sup> step of the Process of Call is **E** for Engage in Conversation.

Positions have been defined. Gifts and capabilities have been considered. Groups have prayerfully matched these together. It's time to issue calls to people to prayerfully consider the role that has been matched to them. When thinking about these important conversations, follow these essential steps.

1. Extend the call face-to-face at a prearranged time.
2. At the meeting, give the person the "Identifying Needs" form for the position and the "Are You Open" resource, explain Process of Call and why you feel they are the right match.
3. Take time to answer all questions.
4. Give person 3-7 days to prayerfully consider the call. Set a specific date to talk again.
5. Before leaving, pray together.

**R = RECEIVE RESPONSE**

And the last step of the Process of Call is **R** for Receive Response.

To receive a response, follow these important steps:

1. On the date set, follow up on the phone or in person. Answer questions.
2. A positive response is not motivated by guilt. Guilt is all about recruiting.
3. A "no" response deserves as much respect as a "yes." Perhaps the person feels called to another position.
4. Make no apologies. You are offering the person an opportunity to use their gifts, given by God, in extending the Kingdom, which is a compliment and a gift to them.

The Process of Call is an intentional, prayer-surrounded time of discerning God's will for peoples' gifts and commitment ability. It is a continuous process, repeated annually, to determine which persons' calls might be renewed for another year, and which new persons are being called to serve.

## **FORMING A CALL TEAM**

The Process of Call can utilize a Call Team that focuses on identifying the needs, identifying the names of people who might be called, and helping them to discern that call. The Call Team is deeply committed to prayer and patience in the work of the Holy Spirit. The model for the Call Process is Biblical and will take a significant amount of time to be successful.

### *Who forms a Call Team?*

Depending on the size of the church, there could be a Call Team for each type of ministry or simply one Call Team for all positions (or something in between the two). Often, the group/team/committee responsible for leadership in the specific area of ministry would serve as this team. For instance, a Sunday School teacher Call Team would be formed by the Christian Education/Discipleship Committee or a mission trip Call Team would be formed by the Mission/Outreach Committee.

### *What characteristics describe an effective Call Team?*

People mature in faith, who work well with others, have an active prayer life, a working knowledge of the congregation, and an understanding of the ministry that people will be called to serve in are good to have on this team.

### *What is the size of a Call Team?*

"Just the right size"—not too large and not too small with enough people to bring a healthy variety of choices to the table but not so many as to make the process unwieldy. 3-5 people can probably do the job well.

### *What is the length of service for a Call Team?*

"Several" months are probably needed to get the work done. It is usually wise to ask for a one year commitment as needs will likely arise due to vacancies throughout the year. The team will be convened as needed after initial calling is completed.

## ***A Model for Calling Persons to Ministry***

An effective model for Call Teams can be found on the Work of the Call Team chart, found at the end of this document.

The chart outlines the three basic meetings that need to occur with your call team and the agenda for each meeting. These may be broken down into smaller steps but do not skip over a step.

The Call Team will follow the chart, starting with the 1<sup>st</sup> Meeting, which helps the Call Team understand the Process of Call by studying scriptures and defining the roles to be filled. The 2<sup>nd</sup> and 3<sup>rd</sup> Meetings occur repeatedly as the Process of Call is practiced.

Do not diminish the importance of prayer in this process. The calling of persons into ministry is a process of discerning God's call. This can only be done through prayer.

### ***Helpful Hints for the Call Team***

1. Prepare yourself for calling by reading the following passages about being called: Exodus 3 and 4; Jeremiah 1:1-10; I Corinthians 12:1-13:7
2. Keep the following in mind:
  - ⇒ Building relationships is the issue for everyone, not just the young people.
  - ⇒ No one can do everything without help. We depend upon one another.
  - ⇒ Each person is responsible for the identification and use of our God-given gifts.
  - ⇒ Do not use guilt to try to motivate a positive response.
  - ⇒ Respect a "no" just as much as a "yes." If the person has been in prayer and feels he or she is not right for the task or is unwilling, you have saved yourself the difficulties involved in having to replace them at a later time. Ask if, in their prayerful consideration of the invitation, any other area of service was revealed to them. If so, take this information to the administrative team for prayer. If not, ask the person to continue in prayer to discern where they should be serving. The LOGOS Leadership Team will do the same.
  - ⇒ Do not feel apologetic for asking! You are offering the person the opportunity to use his or her gifts, which have been given by God, in extending the kingdom of God. What a terrific compliment and opportunity!
3. Believe in the calling process. Leave a ministry task open rather than fill it with just anyone. Do this in God's way and in God's time. Pray for wisdom. Take time to listen for the leading of God.
4. Consult. At the end of this time of prayer, share any names, thoughts, ideas that came to you during this time of prayer. Take notes.
5. Pray agreeing. Decide on a ministry position for which you need staff. Pray seeking to discern the right person for the ministry. Seek only a first choice. Repeat the process for each position for which you need staff.
6. Decide who will make the contact. When the team has agreed on a person to be contacted for a position, determine who will make the call. It should be someone who knows the person and is familiar with the ministry position.
7. Pray for the person making the contact and the person being called.
8. Phone and make an appointment to meet with the person face to face. Tell the person you want to meet with them because the commission has been

meeting and praying for a person to (insert service area) and their name came to mind.

9. Make a date to meet. Do NOT issue the call over the phone. Tell the person you do not want a decision until after you have met.
  - a. *Visit the person* and issue the call, sharing with them: The call process; the ministry description; what is expected in terms of time and service; the gifts the group identified as being present in the person. Establish the time of the next contact. Invite the person to pray with you now, and to pray until you meet again.
  - b. *Give the person* the Call guide sheet.
  - c. *Assure the person* that a "no" or a "yes" is an acceptable answer if they have prayed and believe that God is leading them to the decision.
10. Follow-up on the call to receive an answer from the person who has been called. If the answer is "yes," rejoice and communicate this information to the proper staff person. If it is "no", thank the person for their willingness to consider the invitation prayerfully. Go through the process again for the position.

*\*Note: If you get discouraged, so did Jesus, so did Paul, so did Moses. You are in good company! The widest, most general invitation is the least effective. Pulpit announcements and bulletin notes and inserts are usually ineffective. God is not necessarily on our schedule. Sometimes it is necessary to start LOGOS without a position being filled. Continue the call process until it is, or a solution to the problem is discerned through prayer.*

### **DISCERNING AN INVITATION TO SERVICE**

Share the following page, "Are You Open to Using Your Gifts for Ministry?" with the person to whom you are issuing the invitation to serve. Review each of the steps. Ask the person to go through these steps during the week while praying and considering the invitation.



## **PROCESS OF CALL TOOLS**

### ***Are You Open to Using Your Gifts for Ministry?***

Set aside a specific time each day for at least a week to pray, study and listen. Consider fasting. Set aside some aspect of your daily life for a short period of time so as to devote that time to listening, looking and reflecting. Fasting can be from meals, TV, leisure or work. Take a personal day. Fasting should be for a specified time and clear purpose. It is a tool. It is not an end in itself. Keep a log or diary of your reflections on scripture and prayer.

### ***Open your heart.***

Here I am Lord.

Read the following passages. What messages about "call" do you understand from these scriptures? Hebrews 5:1, 4; Genesis 22:1; Genesis 31:11; Genesis 46:2; Exodus 3:4; 1 Samuel 3:4-9; Isaiah 6:1-8; Hebrews 10:5-10 I am willing to listen and obey.

### ***Open your ears.***

Listen for God's still small voice. Read Kings 19:11-13.

Read and hear God's word (Bible Study, sermon) (Psalm 119:9-10).

Reflect on the meaning of what you read and heard in the light of the decision before you.

### ***Open your mind.***

Read Romans 12:1.

Analyze the match of your gifts to this ministry opportunity. Consider the time, relational, and energy commitment. Evaluate priorities.

### ***Open your eyes.***

Read John 4:1-26.

Observe your life circumstances. Let your daily life and work be an avenue through which God shows you God's will. Be careful. While God sometimes uses signs, it is easy to misinterpret or over interpret. Look for God, not signs.

### ***Open yourself to others.***

Read Proverbs 15:2.

As you consider this decision, choose a few close friends to pray for you. Seek the advice of a few people you respect.

### ***Responding with a Yes!***

Rejoice on this new opportunity to serve and use your gifts. Pray that God will continually equip you for this ministry.

### ***Responding with a No***

No is a faithful response when you sense that God is not calling you to a particular ministry. The general need for workers does not constitute a specific call. You must do the hard work of listening and trusting that God is directing you. If you have done that and are convinced this is not God's will, then say "no" and trust that God is calling someone else. Begin praying that God will make that call clear to all involved.

### ***Trust that God is at work in you.***

## ***Identifying Needs***

Position/Role: \_\_\_\_\_

Position Description:

Terms of Service (length of commitment, frequency of meetings, other time commitments for this position, etc.):

Best spiritual gifts and personality traits for this position:

Describe the training and support for this position:

Person who will be available to answer questions or provide assistance for this position:

### ***Identifying Names***

Name: \_\_\_\_\_

Gifts, talents, passions, capabilities:

Positions/Roles currently or previously held:

People who really *know* this person:

Possible new position/role to consider:

## ***Work of the Call Team***

<b>FIRST MEETING: STUDY SCRIPTURE AND IDENTIFY NEEDS</b>
--

### **Read and Study one of the following:**

Jesus' call of the first disciples (Mark 1:14-20)  
Paul's discussion of spiritual gifts (1 Corinthians 12)  
Mary's call (Luke 1:26-38)  
Samuel's call (1 Samuel 3:1-10)

### **Pray**

Believing that God knows who is needed  
For the people whom God will be calling  
For the whole process of your team

### **Identify the needs**

Make a list of volunteer positions needed  
Create a description for each position (tasks, gifts needed, time commitment, etc.)

### **Pray**

Seeking God's direction  
Seeking patience

### **Next Steps**

Set the next meeting date (1-2 weeks).

## **HOMEWORK**

### **Pray individually**

Over people in the congregation  
About all of the positions needed

### **Observe**

Who might be good matches for positions

### **Discern**

List of name(s) the Spirit is leading Team Member to for each position

*NO CONVERSATIONS WITH POTENTIAL CANDIDATES YET*

## **SECOND MEETING: IDENTIFY MATCHES**

### **Pray**

For guidance during this meeting  
For wisdom and honesty during discussions

### **Identify matches**

List all of the positions you are considering.  
Ask each team member to share names they have discerned.  
Discuss reasons for suggested matches.

### **Pray**

Giving thanks to God for what has been done  
Asking for guidance as you continue the process

### **Narrow the list**

To one candidate for each position if possible  
To the number needed for a board/team with same position description

### **Next steps**

Decide who will contact each candidate.  
Set the next meeting date (1-2 weeks).

## **HOMEWORK**

### **Pray**

For the one extending the call  
For the one being called

### **Conversations**

Face to face  
Pre-arranged time  
Prayer and discernment guide  
Arrange for follow up conversation  
Receive response

### **THIRD MEETING: CONFIRM CALLS ISSUED**

#### **Pray**

Giving thanks to God for what has been done  
Asking for guidance as you continue the process  
For all those involved in the process

#### **Confirm calls issued**

Those who have met with candidates report on responses.  
Rejoice and give glory to God for calls accepted as well as calls prayerfully declined.

### **RETURN TO THIS STEP AS NEEDED**

#### **Identify matches**

List all of the positions you are still considering.  
Ask each team member to share names they have discerned (maybe some new ones).  
Discuss reasons for suggested matches.

#### **Pray**

Giving thanks to God for what has been done  
Asking for guidance as you continue the process

#### **Narrow the list**

To one candidate for each remaining position if possible  
To the number (still) needed for a board/team with same position description

#### **Next steps**

Decide who will contact each candidate.  
Set the next meeting date (1-2 weeks)