

The background features a large, faint grey silhouette of a person with arms raised, centered behind the text. Below this, there are several smaller human figures: a central blue one with arms raised, and four yellow ones on either side. The scene is decorated with various gear shapes in black, blue, and yellow, and circles in black and blue.

# CREATIVE MINISTRY MOTIVATION

PRESENTED BY:

**PASTOR  
CHARLES BOND**



# LEADERS ARE MOTIVATORS...

They are the people who set the standards of the ministry and encourage everyone to follow them.. You can develop leadership skills through training and seminars, but one thing you need to learn on your own can motivate and influence others. The ability to motivate others is not an overnight success. It requires practice and experience, and it is something you have to keep doing everyday to be effective. There are four things than can get you started on the right path. Just consider the following tips:

- 1. SET CLEAR GOALS**
- 2. BELIEVE IN YOUR PEOPLE**
- 3. LISTEN TO WHAT THEY HAVE TO SAY**
- 4. KNOW WHEN TO USE EXTRINSIC AND INTRINSIC MOTIVATION**

**HOW TO MOTIVATE YOUR MINISTRY TEAM  
BY PASTOR CHARLES BOND**

# #1 SET CLEAR

## GOALS

Having a clear purpose is very important. People do not like working if they do not have a clear understanding of the vision. By setting goals and giving meaning to everything you ask your team members to do, you are driving them forward. Of course, you simply cannot set any goal for them to chase. The objectives you set have to be rewarding and beneficial for the individual as much as it is for the entire ministry.



If you want to motivate others, you need to make them feel important. People feel useless and unmotivated to work when they picture themselves only as part of the group. By delegating responsibilities, you are raising self-esteem and making them feel valuable and important for the success of the ministry. It also lets them realize that their job is essential to the success of a certain project, and if they don't perform, they could cause the whole thing to fail. When they understand this, they will be more willing to work harder.

# #3 LISTEN

## TO WHAT THEY HAVE TO SAY

Although you are the leader, it does not mean you cannot let your workers feel like they have a say on things. People are motivated when they know that their opinions count. Listen to their suggestions, complaints, problems and praises. Allowing them to have a voice in the team will make them feel that they matter. People are driven to work when they know they are considered significant and valuable. It also takes away some of the pent up feelings and frustrations they might have about their job they perform in ministry.

## #4 KNOW WHEN TO USE EXTRINSIC AND INTRINSIC MOTIVATION

**EXTRINSIC MOTIVATION** is when you give your staff either rewards or punishments. You could say they'll get time off if the ministry project is complete ahead of schedule or punish them by saying there will be no time off if the ministry project is not completed. **INTRINSIC MOTIVATION** is when you can influence people to become self-motivated. Today intrinsic motivation is a lost art in ministry. In short, they are motivated to do things efficiently because they feel good and significant. You will need to determine which type of motivation will work best for a particular ministry situation.

# 5 Steps to Develop Leaders

## 1. Choose Them Well

When you select them right you are looking for 3 main components.

- a. Desire- they want it and are hungry for it
- b. Potential- they are growable and coachable (Terrell Owens)
- c. What skills do they possess to build upon? We need skillful people not just faithful people.
- d. If you think hiring a professional is expensive, wait until you hire an amateur.

## 2. Challenge Them On

To make sure that they don't just want to lead for namesake or titles:

- a. Test them first (when I first expressed my call to ministry my pastor told me go pick up all the paper in the sanctuary)
- b. Give them something meaningful to do (make sure they are not all talk and no work)
- c. Can they see the vision or cast vision to make the ministry better without diminishing what was? A vision that is personal, attainable, measurable, visible, expandable.

## 3. Cheer Them Up

Encourage them and become their number one fan.

- a. Don't just tell them how Great God is, tell them how great they are to God.
- b. As a person who is called to develop leaders, don't operate in your gift so much that you keep them from operating in theirs. If you can't wait to get up to preach, they shouldn't be able to wait to get up and serve.
- c. Every person that is not flowing in their gift, is one more person hindering you and the church from getting where God wants you to go.
- d. Push people to Purpose (always keep at the for front by asking people what God called them to do?) it is a sin to allow people to serve in areas they are not gifted in or called to do. Test to see if they understand that their spiritual job is primary and their secular job is secondary. The world wants us to think it's all about money, when it's really all about mission.

# 5 Steps to Develop Leaders

## 4. Check Them Out

This can be done by asking the right questions; Are They

- a. Doing what is expected? (or are they comfortable staying at the same level?)
- b. Learning while they are doing? (must be someone who can think outside the box)
- c. Effectively working with other people? (Not territorial or they will keep the ministry small and handicap you if they leave.)
- d. Ready for new challenges? (or do they just settle for the way its always been done)

## 5. Change Them Often

**People don't have a problem with Change; they have a problem with Changing**

- a. Because of the kind of world we live in, people move around so that they won't become complacent.
- b. If they don't lead well, they will be replaced, make sure they know these are assignments, if I appoint, I can disappoint.
- c. If you leave people in a position too long, they begin to feel ownership of a roll.