

## CLARIFYING THE CONCEPTS

Seven broad components are found in some form in every effective lay ministry system. Each shaded box represents a component, or part of the system that members experience as they progress through the system. The unshaded boxes indicate the "support and development functions" necessary to create and sustain a well-functioning system.

### The Seven Components of the Lay Mobilization System-

**Assimilation:** *Helping new members understand the church and helping existing members to extend their involvement beyond Sunday morning attendance or to find more meaningful ministry opportunities.*

**Context:** *Helping members understand scripture and come to trust that God has gifted and called them to ministry, and helping members to grow spiritually as they use their gifts in service.*

**Discovery:** *An interview and/or assessment process to help members learn more about the unique gifts, talents, temperament, and life experiences God has given them, and allow them to share their needs for ministry and support from the congregation.*

**Matching:** *Identifying ministry opportunities where members' unique abilities are needed within the church or community. Matching also involves connecting members with others interested in exploring new ministry outreach.*

**Placement:** *The actual connection of the member with the ministry opportunity placement involves meeting with the ministry leader and other co-workers, reviewing the ministry description, receiving preparation and training for service, and initiating a regular pattern of service. Placement includes the opportunity to explore other options for service if the initial placement proves to be inappropriate for any reason.*

**Coaching:** *The ongoing provision of training, nurturing, support, supervision, additional gift discovery, and new placement, as well as opportunities to learn from and through the ministry experience.*

**Recognition:** *The celebration of service and the opportunity to reflect on the meaning of ministry for a Christian. Recognition includes exit interviews for those leaving a particular ministry, opportunities for development for new areas of service, as well as preparation for leadership.*