Purpose: *Be a church with an abundance of volunteers.*

Vision: *Every member is a minister*

Ministry is: “*How we mobilize people for significant ministry at Alive Church*”

The 30-50-20 Measurement:
- 30% doing nothing
- 50% serving one-hour a week or more
- 20% involved in evangelism/outreach

**Communicate a Clear theology of Ministry (Jeff)** A clear theology of ministry is the key to our effective ministry system.
- Jeff teaches semi annually and 1 series every 3 years on “Every member is a minister”.
- Pastors and team leader communicate a common language of ministry.

**Create First-Serve Opportunities (Team Leaders)** Getting people started in ministry lake is the key to expanding your ministry system.
- After a second visit every attendee will be INVITED to join a service team in an email from Jeff.
- Everyone must become ASKERS.
  - If you don’t have team members you’re not asking.
  - Staff and leaders must model this first.
- Teaching the “WHY” prior to Big Events
- Fill at Big Event (1st Serve Opportunities)
  - Large push for first serve volunteers at big events. Tables & signups
  - Post big event convert 1 time volunteers into regular volunteers by asking.

**Develop and Cultivate a Ministry Ladder (Team Leaders)**
- Each team and area of ministry needs to develop a ministry ladder.
  - The bottom of the ladder is the on ramp for beginners
  - Make the on ramp a place where non-Christians can serve.
  - The ladder provides a clear way for ministers to move up the ladder.
  - Hold people accountable to their ladder level requirements.
  - Encourage everyone to grow & move up the ladder.
  - Beware the person who wants to lead but does not want to fulfill the ladder requirements.
  - Easy transitions from team to team

**Celebrate and Reproduce Ministers (Staff & Team Leaders)** That which gets rewarded gets repeated.
- Minister Celebrations
- Ongoing small rewards process
- Regular Reviews – 6 months and regular reviews