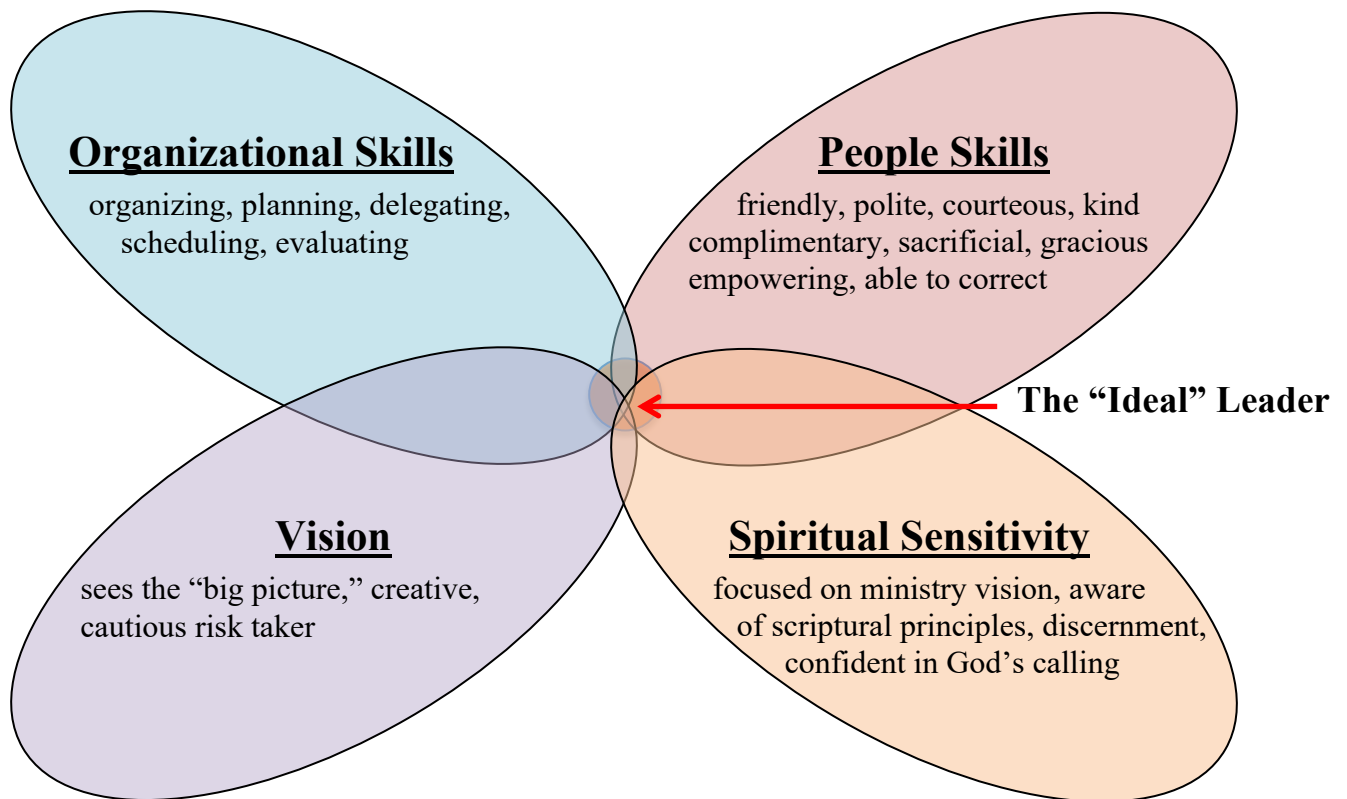


The Children's Ministry Leadership Zones And How To Deal With Weak Areas

Steve Alley

The “ideal” children’s ministry leader possesses all “the right stuff” to create the programs, supervise the budget, establish the curriculum, maintain the policies, support the parents, and develop the ministry team. Knowing a leader’s weaknesses permits others to step into the “gap,” and fulfill the needs.

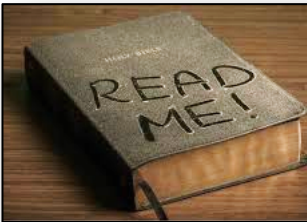

“It was He who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up.” Ephesians 4:11



Dealing With Weaknesses

1. **Weak in “People Skills”** – this is a potentially-dangerous weakness for a children’s ministry leader. Unlike weaknesses in other areas, this weakness cannot effectively be “balanced” by other leaders within the team. Weaknesses in this area must be strongly “attacked” through prayer, mentoring, discipline, confession and forgiveness. If a leader “fails” in this area, he/she must quickly admit to the “fail,” ask for forgiveness, and do whatever is necessary to not repeat the “fail.”



2. **Weak in “Spiritual Sensitivity”** – this weakness can affect all other areas! A weakness in this area can reduce the “fruit of the Spirit” in the person’s life, and limit God’s blessing and empowering for him/her and the entire ministry. As with weaknesses in “People Skills,” a weakness in this area cannot be “balanced” by other leaders or team members. A leader with a weakness in this area must “attack” the weakness through prayer, daily Bible study, repentance, humility before the Lord, and a hunger for a deeper relationship with God. The “fruit” of a weakness in this area may be revealed in personal issues, family issues, and an unhealthy ministry team. Mentors or accountability partners may suggest that this leader step away from the ministry in order to focus on the weakness.
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3. **Weak in “Organizational Skills”** – a weakness in this area can be “balanced” by hiring or placing others, who are strong organizers, to support this weak area. If not recognized, and “balanced,” this weakness can cause significant problems in programs, communications, ministry team “health,” and trust from the parents. The seriousness of these issues may lead to the leader being asked to step down from leadership.
4. **Weak in “Vision”** – this weakness can affect the ministry’s movement toward the vision. A weakness in this area produces a leader who enjoys only “safe” programs or events. Over time, a ministry led by a weak visionary becomes “stale” or “lifeless.” Parents, children, and team members will notice the lack of something “new,” or exciting. A leader with a weakness in this area may discourage others from suggesting new ideas for the ministry. This weakness may also exist as a result of a spiritual weakness as well. This weakness cannot be “balanced” by other leaders, because vision comes from the Lord to the person in charge of the ministry. Vision shouldn’t be “borrowed” from other leaders; although, other leaders within the team can support and encourage movement toward the vision.
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5. **Weak in “People Skills” AND “Spiritual Sensitivity”** – this is a dangerous combination. It would be best to cautiously ask this person to step away from the ministry while being mentored, or while personally addressing the needs. If this person cannot “step away” from the ministry, he/she must be “insulated” by other leaders in order to protect more harm from coming to the team.
6. **Weak in “People Skills” AND “Organizational Skills”** – this is a dangerous combination. A leader with these weaknesses is basically a spiritually-strong person with few real abilities to lead a ministry. A realignment of the leadership structure needs to be carried out. This realignment places this person in a position of spiritual guidance (prayer team, elder, etc.) while replacing him/her with a leader who is more qualified in “People Skills” and/or “Organizational Skills.”