

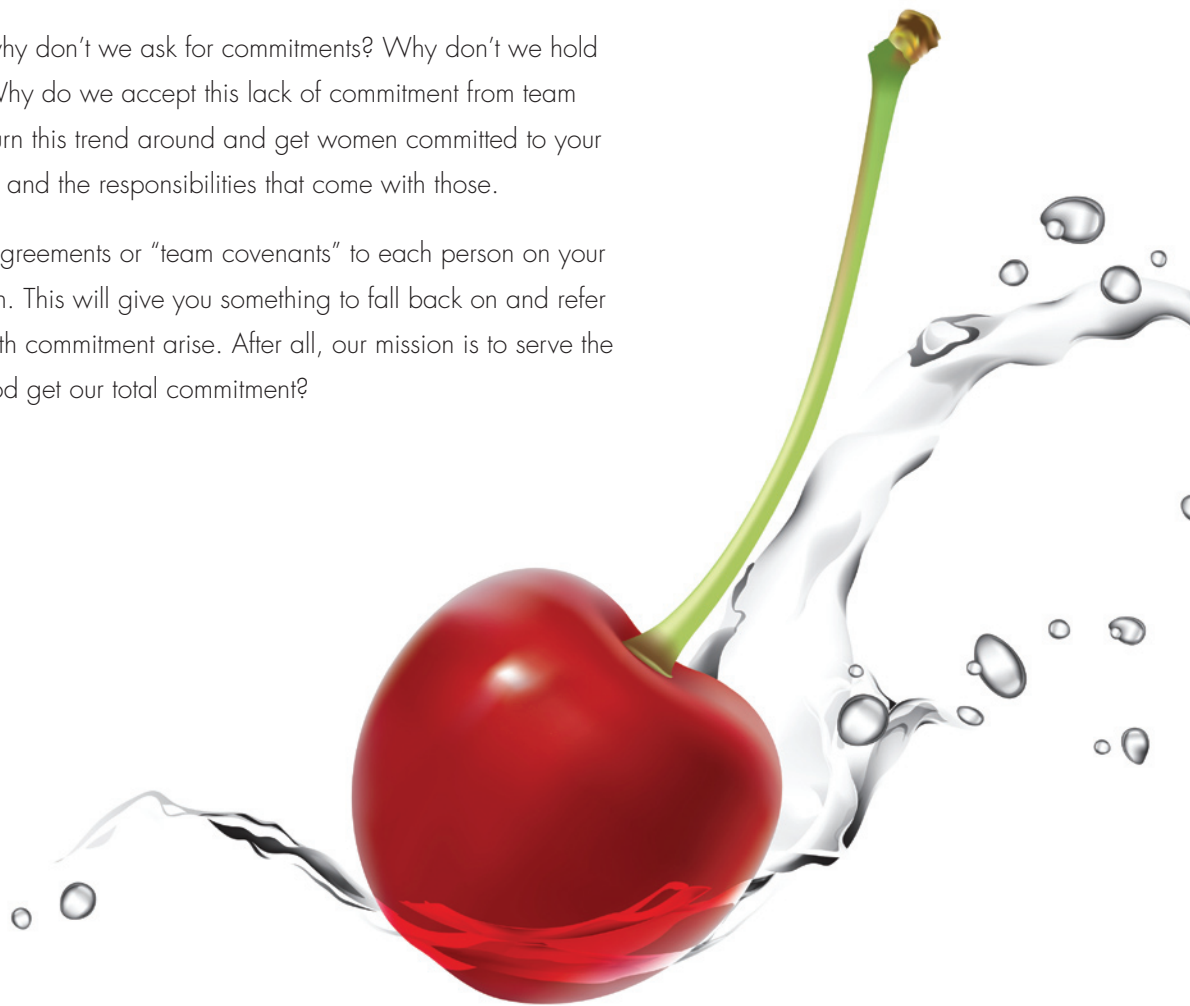
# *Commitment...* Why Bother?

It's frustrating trying to put a team or a small group together for a specific purpose, only to discover that you might not be able to rely on those people. One person's lack of commitment affects the whole team and makes the team ineffective in accomplishing its tasks and goals.

On the other hand, knowing that others are committed to the goal can be freeing. It allows the team to move forward and be more effective, not having to worry about the involvement or lack thereof of a team member.

So we have to ask...why don't we ask for commitments? Why don't we hold others accountable? Why do we accept this lack of commitment from team members? It's time to turn this trend around and get women committed to your ministry goals, groups, and the responsibilities that come with those.

Give copies of these agreements or "team covenants" to each person on your leadership team to sign. This will give you something to fall back on and refer to should difficulties with commitment arise. After all, our mission is to serve the Lord, and shouldn't God get our total commitment?



## Steps to Creating a Committed Team

- *Ask for a formal commitment.* Challenge everyone on your team to actually sign an agreement or commitment relating to their service with your women's ministry team. Use the two different examples provided here to get you started, based on your needs as a team.
- *Ask for a time commitment.* Ask women to make a commitment for at least one year. You want team members who will stay and grow with the ministry.
- *Ask for loyalty.* This means that team members should be loyal to each other, especially in the area of confidentiality. And your leaders should be supporting each other through prayer and actions.
- *Ask for specifics.* An agreement should not be vague—it should have specific goals or expected actions. "Be a great leader" sounds nice...but how do you measure this? A woman might think she's being a great leader even though she never attends meetings or is always late. Make your agreement specific. Spell it out. "I will attend at least nine monthly team meetings this year. I will be on time to all events. I will bring chocolate to you three times a year." (OK...maybe this last one is a bit self-serving...) Remember to include the actions that are important to you and the rest of the team to accomplish your ministry goals.
- *As new team members come on board...* Review the agreements with them, and explain the significance of commitment and the difference it makes to your team.

## Discuss These Questions With Your Team:

- What does commitment look like in this ministry?
- How can we hold each other accountable to serving in this ministry?
- As a team, how will we handle those who show a lack of commitment?
- How can we motivate each other in serving?

**Zest!** "When you make a vow to the Lord your God, be prompt in fulfilling whatever you promised him. For the Lord your God demands that you promptly fulfill all your vows, or you will be guilty of sin."

"However, it is not a sin to refrain from making a vow. But once you have voluntarily made a vow, be careful to fulfill your promise to the Lord your God."

—Deuteronomy 23:21-23

"When you make a promise to God, don't delay in following through, for God takes no pleasure in fools. Keep all the promises you make to him. It is better to say nothing than to make a promise and not keep it."

—Ecclesiastes 5:4-5

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# Women's Ministry

## Team Member Covenant

### As a Women's Ministry Team Member

- I will make prayer a priority in my life.
- I will do my best to empower others to develop and use their God-given gifts. This means I will ask others to be involved with me and will encourage them in ministry.
- I will use every opportunity to reach those who aren't Christ-followers.
- I agree with our church's philosophy of ministry and will regularly attend church and support my local body of Christ.
- I will be a "grace extender" to my team and to the women I serve. This means I will give others the benefit of the doubt and will be quick to forgive *and* forget.
- I will attend and make the monthly team meetings a priority, as I know others are relying on me to show up. I will attend at least 90% of our team meetings and will call someone in advance when I know I won't be able to attend a meeting.
- I understand that confidentiality of everything said in our team meetings is a must.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

# Women's Ministry

## Team Member Agreement

### *I commit...*

- To pray for our team and to commit our activities to prayer, knowing that we can accomplish nothing without God's help and intervention.
- To attend meetings and make them a priority. I will notify the team leader before the meeting if I'm unable to attend.
- To honor others in the meetings through open communication, respectful disagreement, honest feedback, and confidentiality. Every opinion is needed and should be regarded with respect. I will think "we" and not just "me."
- To avoid gossip at all times and to stop others from spreading gossip whenever possible.
- To be committed to the mission of our church and women's ministry.
- To maintain a positive attitude and to see serving as an honor.
- To help create safe, nonthreatening environments for women.
- To have fun in the process!
- To join God and allow him to do what only he can do!

Signature: \_\_\_\_\_

Date: \_\_\_\_\_