

## **ALTAR WORKER AND PERSONAL MINISTRIES PROGRAM**

### **INTRODUCTION:**

The Altar Worker and Personal Ministries Program has been developed for the sake of guiding the young convert through initial days following his newfound salvation experience. The Lord has especially blessed this congregation with many people seeking direction in their lives, and has also blessed the Pastor with a people who share the vision God has given him.

Too frequently, the new convert is allowed to flounder in the church without much formal training as to what his responsibilities are in the local congregation. The purpose of this program is to place the new Christian, immediately upon conversion, in contact with someone who loves him, who has recently shared his same dilemma, and who wants to endear him to the new Friend that he has found. The worker is then assigned the responsibility of sheltering this new convert from day one of his experience through six weeks of continuous contact.

Not all who respond to the altar invitation find that their seed has been planted on fertile soil and, as a result, drop out along the way. But thanks be to God that there are those who do continue to serve God and help to build the Body which makes up YOUR CHURCH NAME. Follow-up is an all-important factor when dealing with any new convert, and the program implemented at YOUR CHURCH NAME proves to be just the answer for this particular need.

It is imperative that the new Christian get proper training immediately following salvation. In a community the size of Sulphur Springs, frequently there are false teachers who lead the unlearned believer astray. Unless the church can provide some directive as to what to teach the new convert, he will fall prey to these false teachers and become disillusioned with the whole salvation experience.

The Altar Worker and Personal Ministries Program helps prevent the invasion of false teachers through the utilization of materials such as the booklet, "Now What." These teaching materials enable the student to develop into a solid and mature Christian as one of the functioning parts of the body along with other members of the congregation.

## **PROGRAM OVERVIEW**

### **I. Organizational Structure**

The Supervisor of the Personal Ministries and Altar Worker Program is under the direction of the Pastor.

### **II. Altar Worker Application**

Any individual interested in becoming an altar worker must complete an information sheet and give to team leader.

### **III. General Orientation Procedures**

- A. Information Sheet must be completed
- B. Indoctrination is explained
  - 1. Seating assignments
  - 2. Etiquette
  - 3. Ministering at the altar
  - 4. Miscellaneous discussions
  - 5. Literature
  - 6. Training
  - 7. Personal Ministries class

### **IV. Work Schedule**

Each altar worker will be asked to work at least one service a week.

### **V. Responsibilities and Duties**

- A. Senior Pastor approves all personal ministry and altar working personnel and responsibilities.

## **MINISTERING AT THE ALTAR**

All altar workers are required to take a four to six week class in how to minister to people at the altar. The class covers the following outline:

- 1. Day One of Training

A. Have each trainee give his testimony.

B. Definition of Altar Worker

1. One whom God has chosen to use to touch, in love, the personal lives of those who come forward to receive from Him. He is the channel the Holy Spirit works through and it is his responsibility to keep that channel open.

2. The altar worker must allow the love of God to be channeled through him to the person he is ministering to.

3. The altar worker is an extension of the Pastor.

C. The Altar Worker and Yielding to the Holy Spirit

1. Washing of water by the Word.

2. Praise and worship unto Him.

3. Prayer.

D. Why the Altar Worker Should Use the Outline

1. Written by experienced ministers and altar workers.

2. God is organized and His workers should be also.

3. The altar worker needs guidelines to prevent him from making unnecessary mistakes. This is not the time for the altar worker to give his testimony. The new convert needs direction, and the altar worker's testimony won't feed him, but the Word of God will.

4. The altar worker must avoid taking too much time with the new convert -- 15 minutes should be long enough; family and friends may be waiting.

E. Main Goals of Altar Working

1. To touch souls with God's love; see that they have Jesus. Watch for signs of the sinner's conversion. See them change from death to life (John 5:24)

2. Explain to the new convert what has happened, what to expect, and what to do.

#### F. Teaching the Outline (Guidelines for the Altar Worker) to the Altar Worker

1. Congratulations and greeting.

2. Altar worker introduces himself -- he must be sure to learn the new convert's name and use it.