

Could your church or ministry provide meaningful service opportunities for people in their Q4?

CMA's passion is advancing ministry, so we want to assist your church or ministry to be even more effective at whatever God has called you to do! One of the keys to being more effective is for you to discover and work effectively together with the hundreds of thousands of Christians who have ceased full-time employment. A great many of these people are open to considering various avenues of meaningful service during this phase of their lives.

CMA's Q4 ministry (Q4 means 'Fourth Quarter', or, very roughly, the period of life from the age of 60 onwards) is preparing a seven-session Q4 course, and an extensive database of ministry service opportunities particularly suited to people in Q4.

To build the database, and our service to connect people and organisations, we need to create an index of the *kinds* of roles that churches and ministries have, that they would like Q4 people to assist them with.

We are seeking your help to identify and build our list of these kinds of roles. The questions at the end of this section give you an opportunity to tell us what *kinds* of roles could exist in *your* church or organisation, but before you just dash off a wish-list for free labour, there are a few things you should consider if this is actually going to work:

1. Working with Q4 people is a two-way street. It's not simply about what your ministry can *get* from them for free or low cost. It's also about you working alongside them to discover a new sense of meaning, purpose and a worthwhile contribution in their Q4. If you just want slave labour and aren't prepared to work seriously in a mutual-benefit partnership with them, you're wasting everyone's time.
2. Q4 people don't just want something to fill their time - they have plenty of options for that! Serious Q4 ministry is not mere 'roster-fodder', but something of significantly more substance. If you're just looking for someone to help with your gardening roster, or your morning tea roster, fine - but don't look at CMA's Q4.
3. Your church or organisation needs to be operationally ready to work with Q4 people. You need to be on top of your volunteer policies, workers insurance, workplace safety, appropriate training and support if required. Q4 people, like any staff or volunteers, will feel frustrated and disempowered if simply thrown a to-do list without adequate context and support. CMA will soon be offering ways to help our organisational members in this area.
4. You need to understand clearly where a Q4 person fits in the organisational chart of responsibilities. There are too many amusing yet sad stories of capable, willing Q4 people, who have held positions of substantial responsibility all their lives, wanting to make a meaningful contribution in a church or ministry, only to find themselves disempowered and having to get anything and everything approved by vastly less experienced 'supervisors'. This is not one-size-fits-all, but Q4 people who could transform the effectiveness of your organisation will struggle and eventually leave if you don't give them the freedom, respect and responsibility they have already earned.

With those comments in mind, if your church or ministry is the kind of organisation who might want to embark on engaging Q4 people as part of your team, we'd love to get your input! Just to help get you started, here a few random ways that an organisation *could* work with a Q4 person.

Internal Examples: helping Christian churches / organisations improve themselves

Example 1: We could use a Q4 person, with skills / experience as a CEO-level leader, to provide coaching to our new CEO for two years.

Example 2: We could use a Q4 person, with skills / experience in technology and systems security, to lead a one-off project to evaluate all our technology systems, advise us on what needs to be done to set up proper systems and policies, and then guide our staff through the initial implementation of it all.

Example 3: We could use a Q4 person, with skills in curriculum design and adult learning, to overhaul all our training programs.

Example 4: We could use a Q4 person with communications / marketing / journalism skills, to devote approximately one day per week to lead all our marketing / communications activities. A 'pro-bono' marketing director!

External Examples – helping Christian churches / organisations on the front lines

Example 4: We could use Q4 people who enjoy writing letters, to regularly write to lonely or incarcerated people who long for some human connection.

Example 5: We could use Q4 people who are willing to relocate for six or twelve months, to provide temporary support alongside a pastor / ministry worker who needs some encouragement and in-the-trenches assistance.

Example 6: We could use Q4 people who have pastoral / counselling skills to serve as chaplains in a variety of sectors.

As you can image, the list of possible opportunities is endless, but sometimes, unless a Q4 person sees an actual example of where their unique skills and experience might be helpful, it can be hard for them to imagine what a role for them might look like.

So, it's your turn. To help us build our index of the kinds of roles that might exist in churches and ministries around Australia, please go to www.cma.net.au/q4/orgs and answer a few simple questions.

(Note that at this stage, we are asking for TYPES of roles, to help us build our index. We are not yet seeking to find people to fill these roles for you. That will be the next step, once the database and program is fully built later in 2019)