

Ways to Recruit & Keep Volunteers

RECRUITING

1. Prayer

- a. Personal
- b. Corporate

Matthew 9:38 – 10:1

“What a huge harvest!” he said to his disciples. “How few workers! On your knees and pray for harvest hands!” The prayer was no sooner prayed than it was answered.

“When we rely upon organization
We get what organization can do;

When we rely upon education
We get what education can do;

When we rely upon eloquence
We get what eloquence can do.

And so on.

But when we rely upon prayer
We get what God can do.”

Dr. A. C. Dixon

2. Church Awareness

Sunday morning announcements are very good. This shows people that this ministry is important to the church as a whole.

Every media and means possible

Always a story on your lips.

3. Define expectations

Be realistic
Create an honest job description.
Know real time parameters.

4. Personal touch is the best.

People like to be asked.
You must know people to have a pool to ask.

5. It's easier to keep volunteers than recruit more.

Happy volunteers are your best advertisement.

A good reputation in other ministries that you are currently in or have been associated with in the past will help you recruit volunteers now.

KEEPING VOLUNTEERS

1. This is God's ministry, not yours.

Matthew 10:42

"This is a large work I've called you into, but don't be overwhelmed by it. It's best to start small. Give a cool cup of water to someone who is thirsty, for instance. The smallest act of giving or receiving makes you a true apprentice. You won't lose out on a thing"

Create an environment in which people know that this ministry is led by the Holy Spirit. Understand that missed goals/perceived failures may be directly from God. His plans are higher and better than ours. Understand and communicate the importance of small things and seed planting.

2 . **Goal is ownership.**

Team approach works well.

The things you do as a Director will set the atmosphere for good team work.

You are the captain, not the boss.

You are working with God, not just asking Him to bless your work.

3. **Your responsibilities as Director**

a. Communication

Matthew 12:35

“It’s your heart, not the dictionary, that gives meaning to your words.”

At a minimum weekly. E-mails are good as long as person is e-mail literate.

Communication is more than written.

Should always contain praises to the Lord, not just information.

Should always include information about the whole, not just their part.

Team meetings are necessary not optional. Be respectful of their time. Do not ramble. Through structure teach them to praise and have input.

b. Empower your volunteers

It is your job to teach them that they are working with God.

It is your job to let them know what they are doing is important and why..

You help them to see their part in the bigger picture.

You keep this bigger picture before them always.

You are their biggest cheerleader. Spread the word.

You encourage input and new ideas. You give permission to try new things.

You teach that perceived failure may not be failure at all, but God's design.

You protect them. You let them know that you will handle the "really hard cases." You let them see that the buck stops with you.

Design back up systems that lessen guilt of not being able to perform their task.

Provide training when appropriate and needed.

Discern if they are in the proper role. If it is not a good fit for them they will probably quit and with guilt.

c. You are a shepherd (whether you like it or not).

Your first responsibility is to the volunteers, not the task. The task will get done with motivated, prepared volunteers.

Personally pray for your volunteers by name every week – for their whole life not just their part in the ministry.

It is your job to know your volunteer and their life.

You mourn with them when they mourn and rejoice with them when they rejoice. (Cards signed by all.)

It is your job to point them to Christ more than to the task.

Matthew 6:33

“Seek ye first the Kingdom of God and His Righteousness and all these things shall be added unto you.”

You are protective of them. You give them permission to re-evaluate and change directions without guilt. You help them to know God's priorities for their life.

It is your job to care for your volunteers, not micro-manage them.

d. You do as much prep work as possible for the volunteers.

Do everything you can to have the environment ready for them to do their work.

Be realistic in setting your budget for resources.

You interface with the facility coordinator.

There is no prep job that is beneath you. You are the head servant.

e. Appreciate your volunteers

Verbal praise always.

Use appreciation across the 5 Love Languages.

Include budget money for appreciation gifts.

Always feed them – spiritually and physically.

Hand written notes are treasured.

Your job is to encourage/invite appreciation of your volunteers from higher leadership. People need to know that those in leadership see them and appreciate them. If leaders compliment your ministry, share this with your volunteers quickly.

4. You Personally

If your priorities are out of order, if you have unconfessed sin in your life, your ministry will suffer.

Are you practicing what you are encouraging your volunteers to practice?
Are you spending time with the Lord? Are you reading the Bible?

Matthew 7:13

“Don’t look for shortcuts to God. The market is flooded with surefire, easy-going formulas for a successful life than can be practiced in your spare time.”

Your personality is no excuse for being a lazy Director.

Complain up, not down.

Your volunteers should consider you a blessing in their life.

Being a Director is not a job or a burden, it is a privilege.

Matthew 11: 28-30

“Are you tired? Worn out? Burned out on religion? Come to me. Get away with me and you’ll recover your life. I’ll show you how to take a real rest. Walk with me and work with me – watch how I do it. Learn the unforced rhythms of grace. I won’t lay anything heavy or ill-fitting on you. Keep company with me and you’ll learn to live freely and lightly.”