

Building a Volunteer Team
Session One: Enlisting Your Team
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Top 10 Reasons Why People Volunteer (in General):

10. External forces – bulletin, pulpit announcement
9. Boredom
8. Guilt
7. Experience
6. Social needs
5. Spiritual reasons
4. Gratitude
3. Personal connection
2. Compelling need
1. Someone asked them (87-93% of people)

Big Picture: We're not called to make volunteers. We are called to make disciples and to equip.

Keys to Enlisting:

1. It's about more than serving.
 - a. How do you see your volunteers – helpers, slot-fillers?
 - b. People are never more like Jesus than when they're serving. We are helping people grow in their faith.
2. Invite to the why instead of the what.
 - a. People will not line up to change a diaper, but they will line up to change a life.
 - b. People buy why you do it not what you do or how you do it.
 - c. You'll attract those who believe what you believe.
 - d. What you do proves what you believe.
3. One on one invites.
 - a. Pray for divine appointments.
 - b. The journey of "x amount of volunteers" begins with 1 volunteer at a time. You will get 1 volunteer at a time.
4. Duck in water.
 - a. People aren't drawn to need; they're drawn to vision.
 - b. Are you inviting them to the Titanic?
5. 1 time = full time.
 - a. Go back to people who served at one-time events.
6. Know where to go.
 - a. Where are good places to find new volunteers? New member's class, youth group, men's group, etc. Position yourself (or someone from your team) in these places.
7. Don't forget about students – kids look up to teens!
 - a. Build a relationship with student ministry staff and volunteers. Share with them the vision of students growing through serving.
 - b. Go to them and share the vision.

- c. Challenge students who are currently serving to share the vision with their friends, as students usually come to serve in groups.
 - d. Make sure they stay connected to student ministry.
 - e. Set clear expectations, structures and guidelines.
Be sure to involve their parents.
8. Parental involvement. Encourage parents to serve.
 9. Enlist senior adults.
 10. Volunteer multiplication (where volunteers bring people to the team). When you bring a new volunteer in, you **add**. When a volunteer brings a new volunteer, you **multiply**.
 - a. Emphasize it. (Communicate this to current volunteers)
 - b. Pursue it. (Ask for names)
 - c. Honor it. (Make volunteer appreciation regular).
 11. Provide opportunities for children to own the ministry. Create opportunities for kids to serve as greeters, techies, etc.
 12. Give families opportunities to serve together.
 13. More opportunities = more volunteers. Not everyone can teach. What are entry-level positions we can create?