

## RECRUITING & KEEPING VOLUNTEERS

*Psalm 110:3 (KJ) My people shall be volunteers.*

### 1. Volunteers quit or become unreliable for a myriad of reasons:

- i) They get burned out.
- ii) They feel under-challenged.
- iii) They are in the wrong role.
- iv) They are in the right role, but lack adequate training or resources.
- v) They don't *feel* appreciated.
- vi) They are not seeing results.
- vii) They give their heart to another cause.
- viii) They become offended by something.

### 2. Some Ideas to Minimize the Above

- i) It's easy to appoint; more difficult to disappoint.
  - He must not be a new believer. (1 Tim 3:6)
  - Don't be quick to accept people into the service of the Lord by placing your hands on them. (1 Tim 5:22 CEV)
- ii) Clearly communicate expectation of commitment, consistency and involvement upfront prior to volunteer commencing.
- iii) Monitor the activity & margin of volunteers.
- iv) Gauge continually the fulfilment level of the volunteer in their service.
- v) If the person is in the wrong role, look to move them on as soon as possible.
- vi) We need to continue to upskill all of our volunteers.
- vii) We need to continue to voice our appreciation of our volunteers.
- viii) If the ministry or the volunteer is not seeing results, we need to do a critique of the ministry and query if the person is in the right role.
- ix) We need to be mindful of those who "feel" called elsewhere, or "feel" called to another cause.
- x) Offence is sure to come, but the person who is easily offended will not serve the ministry well.

