

ALL PASTORS MEETING

February 3, 2025

RECRUITING & RETAINING VOLUNTEERS





HOW TO RECRUIT AND KEEP PASSIONATE VOLUNTEERS

Key Verse:



"For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand so that we would walk in them." – Ephesians 2:10 (NASB 2020)


I. CHECK IN ON YOUR VOLUNTEER SYSTEM

Assessing the Current State of Volunteer Engagement

-  How many passionate volunteers do we have?
-  How many passionate volunteers would we like to have?
-  What are we doing to make people want to serve?
-  When was the last time you personally invested in your volunteers?

Reframing How We View Volunteering

-  **Old Mindset:** "I have a need, let me find someone to fill it."
-  **New Mindset:** "How will serving benefit the person serving?"

 **Key Shift: Serving is part of discipleship.** It's not just about filling roles but about spiritual growth and transformation. When we see serving as a way for people to mature in their faith, we can confidently make big asks and expect big results.

II. FOUR EFFECTIVE WAYS TO RECRUIT AND RETAIN VOLUNTEERS

1. ALIGN VOLUNTEERS WITH THEIR GIFTS AND PASSIONS

Recruitment:

- Use **spiritual gift assessments** or one-on-one conversations to identify people's skills, passions, and interests.
- Match volunteers with roles where they will **thrive** and feel fulfilled.

Example: Someone who loves hospitality may serve as a **greeter**, while someone with **tech skills** may thrive in **sound or media** ministry.

Retention:

- Regularly affirm contributions and show volunteers how their service **advances the church's mission**.
- Example: *"Your efforts in the nursery allow parents to worship distraction-free."*

2. CREATE A CULTURE OF COMMUNITY AND APPRECIATION

Recruitment:

- Emphasize how **volunteering fosters relationships** and belonging in the church.

Retention:

- Celebrate milestones (volunteer anniversaries, major successes) with:
 - ✓ **Public recognition**
 - ✓ **Thank-you notes**
 - ✓ **Small gifts**

Example:

Host **regular volunteer appreciation events** (dinners, retreats, casual meetups).

Build relationships through **mentoring, prayer groups, and personal check-ins**.

3. PROVIDE CLEAR **EXPECTATIONS** AND **ONGOING** TRAINING

Recruitment:

- Be **transparent** about responsibilities, time commitments, and purpose for each role.
- Clarity = Confidence = Commitment

Retention:

- Offer **regular training and development opportunities** to equip volunteers with the tools they need to **serve effectively**.

Example:

- Provide resources like **handbooks, training videos, or workshops**.
- Ensure volunteers have access to **supportive leaders** for guidance and encouragement.

4. **EMPOWER** AND GIVE OWNERSHIP

Recruitment:

- Present volunteering as a **meaningful impact opportunity**, not just filling a slot.

Retention:

- Encourage **creativity** and allow volunteers to take **initiative** in shaping their roles or suggesting improvements.
- Delegate responsibilities and **mentor leaders** who can develop others.

Example:

- Regularly **seek feedback** from volunteers to show their voices matter.
- Involve them in decision-making and problem-solving.

BONUS TIP! LEADERSHIP SETS THE CULTURE

💡 When church leaders serve **enthusiastically** and **invest in volunteers**, it sets the tone for a **passionate and committed team**.

Final Challenge:

🔥 What changes will you implement this month to better recruit and retain volunteers?

Note: This outline is adapted from Leadership Insights Titanium Coaching Network.