

Recruiting Volunteers for ministry

Psalm 110:3 Your people *shall be* volunteers in the day of Your power; In the beauties of holiness, from the womb of the morning, You have the dew of Your youth.

Volunteer defined:

- Willing, voluntary offering - not out of guilt, anxiety, distress
- An exertion of one's will to do something
- Willingness (inclination) to do something under obligation or upon request
- A willing which is pleasurable to the doer
- Modern: One who chooses to give of themselves by serving without pay.

Example of Volunteerism in America

Organization	# of Volunteers
Boy Scouts	545,577
Girl Scouts	986,000
Red Cross	1,000,000
Special Olympics	500,000
Firefighters	1,108,250 in U.S.*

*291,650 (26%) career, 816,600 (74%) volunteer!!

Our philosophy of ministry and what we want you to know:

1. The Church is built on volunteers (servants)

It is inaccurate to say "Nobody wants to volunteer"

God Chooses people to accomplish His work.

1. The church is God's chosen vehicle of redemption through Jesus Christ
2. Our chief resource is a volunteer army of believers
3. It's messy at times. Life is Messy.
4. It is worth the effort!

- Q) Why then do we make excuses for people and fail to hold them accountable?
- Q) Why do we act like serving is optional?

The Early Church In Action: Acts 6:1-7	Encouraging Reminder About Volunteers Serving in Ministry:
<ul style="list-style-type: none"> <input type="checkbox"/> The leaders could not keep up with the needs (v. 1). <input type="checkbox"/> The leaders gathered the disciples to bring clarity to the issue (v. 2). <input type="checkbox"/> The pressures of a growing church and ministry priorities required careful selection of others to help with the work of ministry (v. 3). <input type="checkbox"/> The leaders were spiritually qualified (vv. 3, 5). <input type="checkbox"/> The leaders re-focused their attention (v. 4). <input type="checkbox"/> The plan met with favor (v. 5). <input type="checkbox"/> The "volunteers" were empowered by the leaders (v. 6). <input type="checkbox"/> The church continued to grow (v. 7). 	<ul style="list-style-type: none"> <input type="checkbox"/> Ministry is God's idea, not ours. <input type="checkbox"/> Ministry is a privilege, not a problem. <input type="checkbox"/> Ministry enhances personal growth. <input type="checkbox"/> Ministry (service) is pleasing to God. <input type="checkbox"/> Ministry unleashes the power of the Holy Spirit. <input type="checkbox"/> Ministry multiplies the church's potential. <input type="checkbox"/> Key thought: The people are not helping the pastors do their ministries; we are helping the people do their ministries.

Reasons Church Leaders Have Heard and Seen

The Most for People Not Serving:

- Too busy (#1 - 42%)
- Bad past experience (11%)
- Too many family pressures (11%)
- Don't know what there is to do (7%)
- Feel unqualified (7%)
- Need fellowship myself (4%)
- Already served my time (4%)
- Fear of failure (1%)
- Frustration. My life is a mess-disorganized
- Don't feel worthy
- Need inner healing
- Misplaced priorities
- Health problems
- Fear of being "used"
- I work too hard making a living/providing for my family
- I don't believe in "works"
- Selfishness
- Need a break (I saw one person take a break 20 years!)
- Only if I can preach
- It impedes my social life
- I don't like people
- I have the gift of making money
- I don't want to be involved in the lives of other people
- Can't work with imperfection. "You people are idiots!"
- That is why I like big churches -they don't ask people to work
- Burned out - Said yes to everything. Now say no to everything



Ecclesiastes 9:10 Whatever your hand finds to do, do it with your might...

Jesus Attitude:

Philippians 2:5-8 Let each of you look out not only for his own interests, but also for the interests of others.⁵ Let this mind be in you which was also in Christ Jesus,⁶ who, being in the form of God, did not consider it robbery to be equal with God,⁷ but made Himself of no reputation, taking the form of a bondservant, *and* coming in the likeness of men.⁸ And being found in appearance as a man, He humbled Himself and became obedient to *the point of* death, even the death of the cross.

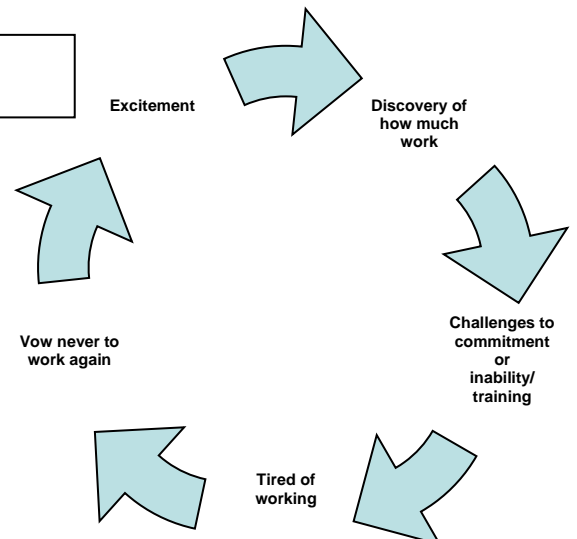


Figure 1 Negative Cycle of involvement

Why people volunteer:

- Personal growth and learning
- Relationships are highly valued - enjoy working with others
- Like to be creative and solve problems

Our goal is not to overwork the few - we feel it is important to live a balanced life. Some people need to learn to say no and leaders need to be sensitive where their people are at. We don't want anyone to burn out:

- 80/20 principle says 20% of the people do 80% of the work. This is not right. Everyone can do their share and carry the load.

Ephesians 4:16 from whom the whole body, joined and knit together by what every joint supplies, according to the effective working by **which every part does its share**, causes growth of the body for the edifying of itself in love.

Galatians 6:2 Bear one another's burdens, and so fulfill the law of Christ.

It is important to know our motives in serving people:

It is possible to have the wrong motives in starting out and have God purify them in the process:



Wrong reasons:	Good reasons:
<ul style="list-style-type: none"> • Please people • High minded pride • Guilt or shame • Works out of performance orientation (We need to earn the approval of others through our performance) • To feel accepted • To be seen • To receive praise from men 	<ul style="list-style-type: none"> • Accountability • Appreciation to God • Give glory to God • Obedience • Please God • Help people • Fill a need • Love for God and people



1 Corinthians 16:14 Let all *that* you *do* be done with love.

Galatians 5:13 For you, brethren, have been called to liberty; only do not *use* liberty as an opportunity for the flesh, but through love serve one another.



The People and the Mission are Important. We Value Both:

- Place 51% on relationship. 49% on mission. Realize both are important and interdependent.
- The people are the goal. If we invest in them, they will invest in the vision.
- Two goals we have:
 - Care about the individual – It is *who* they are that matters.
 - Get the job done - *what* they do matters.
- Both are important. It is not contradictory. It is possible to do both.
- Be concerned about the welfare of the person *and* help them be successful in their endeavors

"We were designed by God to operate together with one heart according to His mission and plan. When we stray from that, people begin to develop a sense of being disconnected and lost from the ministry, and that can translate up to how they feel about the church.... If I love the people more than the mission, the mission always seems to be accomplished" Dan Reiland

God Sees Every Ministry as Important and Part of the Body:

1 Corinthians 12:21-26 And the eye cannot say to the hand, "I have no need of you"; nor again the head to the feet, "I have no need of you." ²² No, much rather, those members of the body which seem to be weaker are necessary. ²³ And those *members* of the body which we think to be less honorable, on these we bestow greater honor; and our unrepresentable *parts* have greater modesty, ²⁴ but our presentable *parts* have no need. But God composed the body, having given greater honor to that *part* which lacks it, ²⁵ that there should be no schism in the body, but *that* the members should have the same care for one another. ²⁶ And if one member suffers, all the members suffer with *it*; or if one member is honored, all the members rejoice with *it*.

God Has Empowered and Gifted People to do His Work

- He gives all believers spiritual gifts to enable them to do the task(s) He wants them to do. God's objective is that we be instruments of His grace to other people in specific ways through the use of the gifts He has given .

1 Peter 4:10-11 As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God. ¹¹ If anyone speaks, *let him speak* as the oracles of God. If anyone ministers, *let him do it as with the ability which God supplies*, that in all things God may be glorified through Jesus Christ, to whom belong the glory and the dominion forever and ever. Amen.

1 Corinthians 12:11 says, "All these are the work of the one and the same Spirit, and he gives them to each one just as he determines."

God is intentional in His distribution of the gifts. He planned it so we all fit together in a way where each person's contribution matters.

Romans 12:6 Having then gifts differing according to the grace that is given to us, *let us use them*.

- We like to use people where they are gifted, but have seen people become gifted where they are faithful. Matthew 25:14-30) ²³ His lord said to him, 'Well *done*, good and faithful servant; you have been faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord.'... ²⁸ So take the talent from him, and give *it* to him who has ten talents. ²⁹ 'For to everyone who has, more will be given, and he will have abundance; but from him who does not have, even what he has will be taken away.
- We have seen God use people in areas they may not have been gifted in, and because of their faithfulness promotes them to where they feel they are called (Example: Paul served many years in various ministries before he stepped into the office of an Apostle, to which he was originally called)

We Believe God Will Reward the Faithfulness of His People in This Life and the Next:

Proverbs 28:20 A faithful man will abound with blessings, But he who hastens to be rich will not go unpunished.

1 Corinthians 15:58 Therefore, my beloved brethren, be steadfast, immovable, always abounding in the work of the Lord, knowing that your labor is not in vain in the Lord.

Revelations 14:13 Then I heard a voice from heaven saying to me, "Write: `Blessed are the dead who die in the Lord from now on.' " "Yes," says the Spirit, "that they may rest from their labors, and their works follow them."

Revelation 22:12 "And behold, I am coming quickly, and My reward is with Me, to give to every one according to his work.

It is Important to Challenge, Encourage, Exhort Others for Service:

Hebrews 10:24-25 And let us consider one another in order to stir up love and good works, ²⁵ not forsaking the assembling of ourselves together, as is the manner of some, but exhorting *one another*, and so much the more as you see the Day approaching.

Titus 3:8 This is a faithful saying, and these things I want you to affirm constantly, that those who have believed in God should be careful to maintain good works. These things are good and profitable to men.

Titus 3:14 And let our *people* also learn to maintain good works, to *meet* urgent needs, that they may not be unfruitful.

Regular and Yearly Evaluation is Healthy:

- Our positions last from December 26th - December 25th - No position is eternal!
- Listen to what people say - It is important to evaluate ourselves and ministries, make decisions on ministries that should be added and which ones are not right for us at this time.
- An honest evaluation helps us know what we did well and what we need to improve upon.
- We like to recognize people for their achievements

Key questions to ask volunteers:

- Do you know what you are expected to do?
- Are you well trained to do it?
- Do you sense a meaningful impact?
- Are you having fun?
- Is there anything I can do to help you?

Why people say yes:	Why people say no:
<ul style="list-style-type: none"> • They trust you. • They trust someone above you. • They respect you. • They have relationship with you. • They believe in the vision. • They like being part of a winning team. • They have a mature understanding of a serving heart. • They have a passion for the ministry. • They have a need to be useful. • They have a desire to be connected to something of meaning. • They desire to please God. • You asked them. 	<ul style="list-style-type: none"> • They don't trust you. • They don't trust someone above you. • They don't respect you. • They don't have relationship with you. • They don't believe in the vision. • They don't like being part of a winning team. • They don't have a mature understanding of a serving heart. • They don't have a passion for the ministry. • They don't have a need to be useful. • They don't have a desire to be connected to something of meaning. • They don't desire to please God. • You didn't ask them.

Why people quit: (Actual quotes from church volunteers)	Why people remain:
<ul style="list-style-type: none"> • "I never knew exactly what they wanted me to do." • "No one provided leadership, so my questions never got answered." • "There was no training." • "There was no ongoing supervision or evaluation." • "They forgot about me after they gave me the job." • "No one ever said thanks." • "They seem like they are continually disorganized." • "There was a serious breakdown of communication." • "They expected too much." • "It seemed like it was all about achieving the pastor's personal goals." • "I told them I didn't want the job, but they begged me." • "I never received the tools and resources I needed." • "It wasn't any fun." 	<ul style="list-style-type: none"> • You maintain solid trust, respect, and healthy relationships. • You provide high quality training. • You take responsibility for leadership. • You consistently express gratitude. • You empower them to get the job done. • You give them the credit and public recognition. • You communicate clearly, concisely, consistently, and quickly. • They sense eternal meaning and value in what they are doing. • They are not overloaded. • They enjoy what they do and have fun at it. • They are maturing in their faith and understand their role in the body of Christ. • They have a firm grasp of their spiritual gifts. • They have a taste of being part of changing lives. • God grants favor to the mix.

You want them to be in a place where they will not only be a blessing to others but will also grow spiritually themselves.

Motivate with God's purposes.

Ecclesiastes 5:3 (KJV) For a dream cometh through the multitude of business...

How Not to Recruit:



- 1. Don't beg and act desperate.** This is weak and drives people away from you. It is a privilege to be involved with the gospel. We are giving people an opportunity to go to a higher calling be involved in the great commission. NEVER communicate it as anything less.
- 2. Never Browbeat with Guilt or Shame.**
 - Avoid giving your disapproval - or even God's displeasure
- 3. Avoid Being Dishonest, Manipulative, threatening, Arm-Twisting, Bribing, or Over-Promising - Offering What You Can't Provide!**

People are to be treated with respect whether they volunteer or don't.



How to Recruit:

1. Pray: Luke 10:2 Then He said to them, "The harvest truly *is* great, but the laborers *are* few; therefore pray the Lord of the harvest to send out laborers into His harvest.

- You will personally pray about who to contact.
- You will pray the prospective person follows God's will.
- You will enlist other teachers and staff members to pray for needs of the ministry.
- You will ask the person you trying to recruit to pray before giving a final answer (Unless they have prayed before hand and have peace).

The goal is not to simply fill a position. You want God's very best for this spot.

Luke 6:12-13 Now it came to pass in those days that He went out to the mountain to pray, and continued all night in prayer to God. ¹³ And when it was day, He called His disciples to *Himself*; and from them He chose twelve whom He also named apostles:

2. You Will Personally Contact and Set Up an Interview:

- You will personally interview the prospect rather than rely on a pulpit announcement or bulletin insert.
 - Nothing will communicate value more than the personal contact. It lets people know that you consider them and the ministry important enough that you would set aside time for them.
- You will avoid approaching people in the hallway or the church parking lot. The ministry will be considered no more important to people than the way they were approached. They may tend to perform to the same level with which they were recruited.

3. Written Job Description with Qualifications, Responsibilities and Duties:

- This communicates that you believe the task is worthy of your time to have thought it through and written it down.

Check list:

- ✓ Explain to them the process that led up to contacting them.
- ✓ Avoid giving the impression that they were asked because no one else would do it.
- ✓ Explain how you came up with a list of prospects based on prayer and ministry profiling.
- ✓ Help them understand that you are looking for the right person for the right tasks.
- ✓ Share the qualities you believe they have that would make them a good person for the job.

4. Let the Need Be Known:

5. Share the Benefits: "What is in it for me?"

- Gifts
- Rewards – temporally and eternally
- Personal growth
- Challenge to higher calling
- Stretch you out of yourself to meet the needs of others
- Learn servant hood; to lay down one's life and interests for another
- Live in the power of giving



Luke 6:38 Give, and it will be given to you: good measure, pressed down, shaken together, and running over will be put into your bosom. For with the same measure that you use, it will be measured back to you."

6. Be Persistent - Do Not Sit Back and Wait for People to Volunteer. God Didn't:

He often went to extraordinary measures to recruit workers. God used a burning bush to get Moses' attention.

He used a storm and a big fish to emphasize to Jonah that he was serious about him going to Nineveh.

It wasn't until after Isaiah saw a vision of the Lord on His throne that he said, "Here am I. Send me!"

Paul accepted the call of God in his life after hearing the Lord's voice in a blinding light.

Jesus went out and recruited 12 common men, with careers and busy schedules, to accomplish uncommon goals:

Matthew 4:18-20 And Jesus, walking by the Sea of Galilee, saw two brothers, Simon called Peter, and Andrew his brother, casting a net into the sea; for they were fishermen. ¹⁹ Then He said to them, "Follow Me, and I will make you fishers of men." ²⁰ They immediately left *their* nets and followed Him.

- Not every person responded to Jesus call. Some were rather antagonistic. Did that stop him? No; He continued to do what the Father had called Him to do
 - "I need to pray about it" (although we believe in that) can be an excuse. It puts the blame on God.
 - "I don't feel called" can be an excuse. In some cases what they are saying is, "My flesh doesn't feel called"