

Volunteer Recruitment Makeover

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Makeover=current reality + planned future = strategy to move current reality to planned future

Truth: You will never have enough volunteers (you will always need more)

What do you wish to be true about your volunteer culture?

-believe same as me (drive)

-reliability (gift of showing up #1 spiritual gift)

-preparation

-the understand their value (they should love it, not just volunteer to volunteer, they love to be there and they help recruit others)

Four Before Foundation

Excellence -What is the definition of excellence?

It is "good enough," not always bringing a howitzer for a squirrel hunt

Excellences looks like volunteers and students bringing their friends

It is a work people are proud of it

volunteers are retained

Small Group Leaders can articulate their strategy

Mission

SGL Understand and define their mission

Talk about it on a personal level, and what are you doing that you can recruit someone too?

Appreciation

do you have a Habit/system to appreciate your volunteers?

should or because you actually appreciate people?

Thank you notes, why do we keep it - represents emotion, memory

a place just for leaders (keychain w hours served, etc)

put it on your to-do list

if you don't appreciate is what they are doing important?

Invitation

Volunteer (respond to an invitation) - what does it communicate (you don't get paid for this)

Not their responsibility to come to you, go find them and invite (into a mission, a story, a purpose, how to use their gifts)

I have a great opportunity for you, it is fun but tough, but you got this

It is not for everybody

(i see you are good at ____, or interested in____... i see a need I cant just get anyone for, I need you)

Finding and training v recruiting and equipping leaders

find you will do, this is what you do (job description) Equipping is calling out the essence of the work to allow them to know who they are. This identity allows them to be equipped and flourish. How are you gifted to be successful, not as much a job description (calling v volunteering)

someone special for a job, equipping is how you support them in their job

You know what you'd be good for, let me tell you how I will support you

Stage 1

Stop recruiting... start retaining

How do I GET more volunteers vs How do I KEEP more volunteers

Focus on retention

Make them connect with purpose once they get there (they feel needed, valued, connect, and part of something bigger than themselves)

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"Once I tasted purpose, I am not going back to when I just showed up"

Why do they leave

not connected, overworked, bored, under challenged, under appreciated, lack of purpose

Where do people go once they quit?

Do you have systems to move people into another position?

From a burnt out MS to kids min, etc?

Do you ask those who say they are leaving: What is next for you? The goal is not just to retain them in your ministry but to retain in service to your church

Fuels good conversations in the church about programs, volunteer culture, etc.

Stage 2 Makeover

The Volunteer Question: Is it Worth it?

- Is it worth it to..... not have a day of rest, stand in the rain for parking, miss my family
- is it worth to..... use 1/3 of my vacation to sit with students in a cabin?

Strategically intervene w stories, appreciation that communicates it is worth it

shift the culture, staff, stories to communicate to volunteers that it is worth it

that they are cared about

Speak the Love Language of Volunteers (I got to be a part of that)

Family Ministry as the growth engine of the church

always feel underprepared, that when something cool happens (and God showed up)

Celebrate and tell stories (what went on)

Stories to those who are not involved..YET (FOMO is real)

Stage 3

Lead so Small Groups Win

small groups v rockstar ministry culture

changes the culture and all of the volunteers

safe space, community, bridge to that community

Small Group Coach

a great coach is a mentor level adult, would I want to go to lunch and have this person speak into my life? Invitation only to be a coach. High level, and they will run if you don't give them lanes to run in.

LeadSMALL - 5 big ideas for SGL

job description, operating system for ministry,

BE PRESENT connect their faith to a community (you have to be there to be relationally connect)

Create a SAFE Place - clarify their faith as they grow

Partner w Parents - nurture an everyday faith.. we don't get to see the kids everyday

Make it Personal - inspire their faith by your example

Move them OUT - engage their faith in a bigger story

High level coaches to run in the lanes of the church

leading volunteers and who works for you