

Top 5 Ways to Recruit, Develop, and Deploy Church Volunteers

“...equip God’s people to do his work and build up the church, the body of Christ.”

EPHESIANS 4:12b

1. Always recruit with Clarity and Vision (The “Why”)

- **Focus on the Mission, not the Manpower:** Instead of simply asking for “warm bodies” to fill a slot (e.g., “We need an usher”), recruit by connecting the task to the church’s ultimate mission and the individual’s spiritual gifts (e.g., “Your gift of hospitality can help make guests feel welcome and connected to God’s house as an usher”).
- **Use “One-Ask” Job Descriptions:** Create clear, concise descriptions for every role, outlining the **specific commitment (time/duration)**, the **required skills**, and the **impact** of the position. Avoid vague, open-ended requests that feel overwhelming.

2. Develop Through Intentional Training and Mentorship

- **Provide Role-Specific Training:** Don’t assume volunteers know what to do. Offer practical, easy-to-digest training sessions, resources, or even videos for each role. For critical areas (like Children’s Ministry), ensure training covers safety protocols and best practices.
- **Implement a Mentorship/Shadow Program:** Pair new volunteers with experienced team leaders or veterans to shadow for a few weeks. This offers hands-on development, builds relationships, and provides a comfortable pathway for new volunteers to ask questions and gain confidence.

3. Deploy by Matching Gifts to Roles (The Sweet Spot)

- **Conduct a “Gifts and Passion Audit”:** Use simple surveys or interviews to discover a person’s spiritual gifts, talents, and personal interests (their **Gifts** and **Passions**). Deploy them into roles where their gifts align with the task. This ensures greater satisfaction and retention.
- **Start Small and Offer Flexibility:** For new volunteers, deploy them to short-term, low-commitment roles initially (e.g., helping with a single event) to test the fit. Offer flexible scheduling options (e.g., serving once a month instead of every week) to respect their external commitments.

4. Support and Empower Through Great Leadership

- **Empower Team Leaders:** Ensure every volunteer team has a designated leader who is equipped to manage the operations, scheduling, and conflict resolution. Volunteers who feel supported by their immediate leader are less likely to burn out.
- **Provide Necessary Resources:** Give volunteers all the tools they need to succeed (e.g., supplies, communication software access, background check support). Remove obstacles so the volunteer can focus on serving, not on administrative headaches.

5. Appreciate and Retain Constantly

- **Practice Regular, Specific Recognition:** Move beyond a general “thank you” from the pulpit. Have leaders offer specific, personal appreciation (e.g., “Thank you for the way you handled that difficult situation with the sound board last Sunday, you saved the service!”). Handwritten notes, small gifts, or public shout-outs (by name) are highly effective.
- **Provide Rest and Opportunities for Growth:** Encourage volunteers to take scheduled breaks or time off to prevent burnout. Offer opportunities for volunteers to grow their skills or even advance into leadership roles to foster long-term commitment.

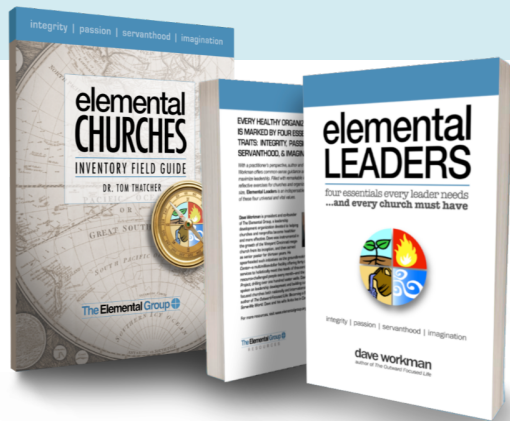


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- a comprehensive report with action steps