

## A Pathway to Rebuilding your Volunteer Base

Your church doors are finally open, but your serving rosters are bare. What now? How do you reengage your volunteer base? How do you cast vision, keep everyone safe, and communicate the severity of your need without sounding desperate? Every problem has a solution and most of those solutions require a system. Today I want to lay out a system that will help you meet your volunteers where they are and begin the process of transitioning them back onto a team. Below you will see the three most common responses you will encounter. Every response requires a unique approach. As you navigate this process remember each individual needs to feel as if they are seen, heard and loved.

### “Yes, I’m ready.”

- Send them your reopening guidelines.
  - A link to the document
  - An on-demand recording they can watch
- Update their background check (if necessary).
- Schedule for them to meet in person or via zoom with their leader to answer questions, work through programming and schedule their first serve date.

**Tip:** Keep a working list of every volunteer’s progression so that no volunteer falls through the cracks.

### “I want to volunteer, but I’m just not ready yet.”

- Ask the volunteer to serve from the comforts of their home until they are ready to come back.
  - Sending birthday cards
  - Calling and checking in with other families
  - Writing first-time guest postcards
  - Cutting out curriculum pieces for kids or students
  - Preparing curriculum bins for kids or students
  - Database data entry
  - First-time guest phone calls
  - Ordering weekend supplies
- Schedule a monthly check-in with each of these individuals to ensure they are enjoying their at-home volunteer experience.
- Ask the question, “What would make you feel more comfortable? What can I do to help?”
- Schedule a time to revisit the conversation
  - Add a calendar invite for both of you for 90 days out.

**Tip:** If you have team members volunteering from home, continue to appreciate them and give them shout-outs just as you would those who are serving in-person.

## **“I’m not sure when or if I’ll be ready to volunteer again in the future.”**

- Ask the question, “What are your greatest concerns?”
- Ask the question, “Can I continue to check in and pray with you once a month?”
- Schedule a 15-minute call once a month to check on them and serve them as needed.
- Send them a post-card monthly to let them know you are thinking of them and praying for them.

**Tip:** During your monthly check-ins, refrain from continually bringing up the opportunity to serve. Instead get to know them better. After three months, ask them if they are interested in volunteering at home. Your goal is to meet them where they are, keep them engaged and help them take their next step in a time frame that works for them.

A healthy serving base is the lifeblood of your church. Volunteers help you to execute and innovate your ministry. A volunteer who has bought into the vision of your ministry will share that vision with others. They will recruit. They will invite friends, neighbors and coworkers and they will help you grow your church. However, of even more importance, is the joy and fulfillment they will feel as they serve and advance God’s kingdom. When we, as leaders, keep that in mind, we begin to understand the importance of reengaging each and every member of our team.

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## **Preparing to Reopen your Volunteer Headquarters**

### Supply Checklist

- Prepackaged snacks
  - Savory and sweet
  - Individually wrapped mints and gum
- Single serving drinks
  - Bottles of water
  - Bottles of juice
  - Keurig single serve coffee
- Disinfecting wipes
- Hand sanitization station
- Comfortable chairs set three feet apart
- Air freshener with clean and crisp sent
- A sign that details your process to clean the space
- Good lighting
- Small speaker playing music in the background
- Appreciation station
  - A card writing center with instructions in which volunteers are encouraged to write a note of thanks to fellow volunteers and leaders

# What Characteristics Matter Most When Identifying Leaders

- **Faith**
  - Are they secure in their faith?
  - Can they share their salvation story?
  
- **Character**
  - Are they a person of their word?
  - Do they meet deadlines?
  - Are they honest and trustworthy?
  
- **Capacity**
  - Do they think in logical steps?
  - Can they manage more than one project or initiative at a time?
  - Do they handle stress well?
  
- **Communication**
  - Do they respond to incoming communication in a timely manner?
  - Do they communicate what they are working on and how each initiative is progressing?
  - Do they communicate with clarity, ensuring alignment?
  
- **Posture of Learning**
  - Are they able to receive critique?
  - Do they pursue personal growth?
  
- **Collaborative**
  - Are they a team player?
  - Do they seek interdepartmental cooperation?
  
- **Self-Aware**
  - Are they able to identify their own leadership vulnerabilities?
  - Do they delegate responsibility to leaders who reflect strength in the areas in which they are weak?



[DOWNLOAD NOW](#)

Recruiting volunteers for your ministry can be a daunting task. You may not know where to begin or who to talk to. You may not even know the exact need you have in order to run your ministry effectively. In this ebook, Jessica Bealer walks you through a clear and concise methodology for recruiting the right volunteers for your ministry. But that's just the beginning. Once you have recruited volunteers, you have to retain them. Once again, she will show you the way to make sure you are running a healthy ministry with volunteers who are bought in and excited about serving. Learn how to create a strategy for recruiting and retaining volunteers that is an effective and impactful experience for everyone involved.

[Generis.com/how-to-recruit-and-retain-volunteers/](https://Generis.com/how-to-recruit-and-retain-volunteers/)



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