**VOLUNTEERS: CALLING, ASSURING, EQUIPPING, & UPHOLDING**

(Slide 1)

**GOAL:** The goal of this workshop is to provide participants with a process and ideas for calling and sustaining volunteers in the local church context.

**OBJECTIVES:** Through participation in this workshop, participants will be able to:

1. Delineate elements of calling and sustaining volunteers based on a formula found in biblical call passages.
2. Identify ways to address the challenge of too few volunteers to fill positions within the church.
3. Distinguish signs of burn-out in church volunteers.

**GATHERING:**

(Slide 2)

**Volunteer Expression Introductions**

Invite participants to select a facial expression from the image that best depicts how they are feeling as a church volunteer. Have them introduce themselves and share the expression they chose.

**Opening Prayer**

**PRESENTING:**

(Slide 3)

**Paradigm Shift from Recruiting to Calling**

Distribute "Jeremiah's Call and Commissioning" handout. Have a volunteer read Jeremiah 1:4-10. Have the large group consider how God calls disciples to service as volunteers utilizing the formula for call passages in the Bible.

(Slide 4)

**Power Point Presentation on Calling & Sustaining Volunteers (Power Point provided)**

Discussion of the following four elements (call, assuring, equipping, mission) will include references back to the Jeremiah Call and Commissioning passage.

 **Call**

 1. Consider the Mission

Consider how God tells Jeremiah what his mission will be.

 Prepare a job description. (Distribute the job description sample and discuss its creation.)

2. Discern who to call.

 This requires those who are calling the volunteers to know the congregation.

 It helps to have the congregation participate in a gifts inventory.

 It is also helpful to begin to groom people in advance.

 It also requires prayer. Let the person know that you have been in prayer and feel God has lead you to him or her.

 3. Contact is always intentional and always in person. Make an appointment.

 4. Encourage the prospective volunteer not to make a decision right away.

 5. Follow up in about a week.

 (Slide 5)

 **Assurance**

 1. Consider how God offers Jeremiah assurance that he can do the task that he is being called to.

 2. Identify the gifts you see in the person--the reason you feel they are the person God is calling.

 3. Explain how the church will help to make them successful in their ministry.

(Slide 6)

 **Equipping**

 1. Training is necessary--examples of Presbytery events--COLE for church leaders & FISH for lay

 and professional educators.

 2. Ongoing training--present different resources that would be helpful. Promote the resources

 available through the resource center.

 3. Mentoring--having experienced members walk alongside the volunteer.

**EXPLORING:**

**Volunteer Challenges**

 (Slide 7)

 **Not Enough Volunteers**

 Distribute Case Study handout "More Slots Than Workers."

(from Building Church Leaders, Christianity Today, 2014, [www.BuildingChurch](http://www.BuildingChurch) Leaders.com)

Divide into triads. Have each person read the case study silenty then discuss the questions

provided with your group. Have large group sharing of triad insights.

 **Volunteer Burnout**

(from *Beating Burnout in Congregations* by Lynne M. Baab, The Alban Institute, 2003)

(Slide 8)

 1. Share the personal experience of a couple who suffered volunteer burn-out

 2. Present Causes of Burnout (p. 36-37)

 3. Explain how job descriptions can help avoid burn-out--a defined term and then they must take

 time off.

(Slide 9)

 4. Present Signs of Burnout (p. 44)

(Slide 10)

 5. Explain the Two and half hat rule (p. 51)

 6. Recommend evaluations for volunteers

**RESPONDING:**

(Slide 11)

**Upholding**

Divide into pairs have people share ideas of how they might uphold their volunteers. Are there things they’re already doing? New ideas that have come to mind?

Encourage pairs to share with the larger group.

**CLOSING:**

(Slide 12)

**Gifts for the People of God Litany**

(A Leadership Training Resource prepared by Donald L. Griggs, Livermore, CA, 2002)