

Inviting Volunteers

“For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.” Ephesians 2:10

“Each one should use whatever gift he has received to serve others faithfully administering God’s grace in its various forms.” 1 Peter 4:10

- **Pray and ask God to direct you** to the person that He has already chosen. Ask others to pray.
- **Create a list of potential volunteers** who have the needed skills for that ministry.
- **Invite the prospective volunteer personally.** Let them see your excitement for the program.
- **Explain why you are involved.** Give a brief testimony to your level of fellowship, spiritual growth, and blessing that you experienced personally.
- **Tell them why you selected them** and how they could benefit from volunteering.
- **Invite the prospective volunteer to “come and see”** by allowing him or her to visit a released time class and view the position that he/or she can serve in.
- **Clearly instruct the potential volunteer of the spiritual gifting and abilities needed for the particular area of ministry that you are inviting them to consider.**
- **Be specific about the time commitment and the expectations.**
- **Read the job description together.**
- **Answer any questions** they may have.
- **Share with the potential volunteer the organizational chart.** Don’t assume that your volunteer understands the personnel involved or long range goals of the ministry? Share how they would fit in that chart and how they would benefit the ministry.
- **Always encourage them to pray about the decision first.**

Inviting Volunteers (Continued)

- **Ask for a decision from them after much prayer and an agreed upon timetable** that allows time for them to think and pray about it.
 - If the answer is no, ask if he/she would consider being a substitute?
 - Would they like to be contacted again in the future?
 - Also, ask them for a recommendation of other possible volunteers. Perhaps they know of someone who might be interested in this type of ministry.
- **Provide training** and continued support. Train them to invite others.
- **Share needed resources.**
- **Develop team spirit.**
- **Ask for feedback.**
- **Finally, find creative ways to “thank” your volunteers.**

AVOID:

- Haphazard or last minute inviting and training.
- Putting people on the spot by asking for an immediate decision.
- Unclear job descriptions. Provide a clear written description of the job. “The greatest sin in volunteerism is not adequately defining the task to be completed”. (Pearson)
- Unclear timetable. Don’t minimize the task. Give a clear picture of the expected time it will take.

Some ideas taken from John Pearson’s 6/4/1999 article.