

Session 1: Inside Your Volunteers Mind

1. Write it Out. Take some time to answer this question...

“Why do you do what you do?”

2. How can you 'harvest' stories from your ministry? Identify 3 different ways you can gather stories from volunteers & parents.

3. What avenues do you have to share these stories? Target 2 different ways you have to share these stories with you volunteers & parents.

Session 2: The Anatomy of a Team

1. Draw out your existing Organizational Chart.

2. If God doubled your attendance next weekend, draw out the Organizational Chart you need for success.

3. Write down every volunteer role in your ministry. Next, write out a job description for each role including: Expectations, Accountability & Values

4. *"You only get out what you pour in relationally."*

Identify your potential leaders. Start with assessing your leadership capacity. How many volunteer leaders do you need? Begin with 25% of your volunteer base. Is that number 10? 30? 60? That's how many volunteer leaders you want.

3 Great Ways to identify Volunteer Leaders

1. Make a list of the volunteer leaders currently on your team.
2. Make a list of the parents you want leading in your ministry.
3. Make a list of high school students you want leading in your ministry.

Take that list and post it in a visible location. As God provides the opportunity, invite these people to join you in your mission to lead your ministry.

Invest in your leaders. Write out a 12 month plan for investing in your volunteer leaders.

Consider:

- What responsibilities will they have?
- What tools will you use to discover their strengths?
- What books/resources will you use to challenge them?
- How frequently will you communicate with them? Meet with them?

Session 3: Creating Your Volunteer Culture

*"Culture - not vision or strategy - is the most powerful factor in any organization."
- Sam Chand, Cracking Your Church's Culture Code*

1. Identify two adjectives you want someone to use to describe your ministry. Why?

2. Identify 5 values you want to shape your ministry.

3. Look at your ministry calendar. Assess each event you lead to determine how well it supports the values you've defined. If it supports the value(s) well, how can you make the event better? If the event doesn't support the value(s), can you realign or remove it?

Session 4: Leading to Greater Depth

1. Look over your volunteer leadership. Take time to write out a few thoughts for each individual. Answer the question: "What's Next?" Where do you see God challenging/stretching/growing them? How can you lean into the work God is doing in their life.

2. Look at your calendar and/or list of projects. Who do you know (student/volunteer/parent) that you can bring 'along the way'?