



When Looking for Volunteers

Notes taken from Ministry-based evangelism class

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Step one:

PRAY

Pray for discernment, sensitivity, and wisdom as you seek volunteers. Remember to also pray for the volunteers once you get them.

Step two:

HOW TO FIND VOLUNTEERS

TESTIMONY

Listen for the testimony of others. Many times you will be able to hear someone's testimony and sense their passion for a certain area in ministry. Also, one's testimony may inspire others to consider serving in ministry.

PASSION

Look for those people who have deep emotions and convictions about an area they are serving or leading in.

GIFTEDNESS

Look for people with specific gifts and talents. Help them to discover their spiritual gifts by taking a spiritual gift test.

MENTOR/DISCIPLE THOSE AROUND YOU

God didn't leave us on this earth to do ministry alone. Our purpose is to have a relationship with Him and then with others. Share what you have, what you know and live the example. As you pour into others, come along side them, you will build not only incredible volunteers but also life-long relationships.

ASK

Ask question to put ideas for ministry in people's minds. Help people understand that they have a place to serve and that you are willing to help them find that place. Ask them to consider, "Where is God at work around me?" and "Where does God want me to join Him in His work?"

CHALLENGE

Challenge people by letting them know how much "ministry to others" matters. They need to see the meaning and purpose in what you are asking them to do.

URGENCY

Grab people quickly while they are excited and open to serving. If you don't use people, you will lose them. Caution: Be sure they are called for the position. You may start people you don't know well in positions of little influence such as setting up chairs, handing out flyers, etc...As you get to know and see the heart and walk of someone you can discern their place in the ministry.

Step three:

ONCE YOU HAVE THEM

CAST THE VISION

Ask God to reveal you what you need to see and where you need to join Him in His work. People will not follow unless they can see where you are taking them. They need to be able to trust your leadership. Cast the vision in front of them of what God is doing and what their part could be. (Read Nehemiah, a wonderful example of vision and leadership.)

TRAIN

It's important that volunteers know what their job is and what is expected of them. Having a contract with a job description can help in getting short-term commitment. Remember that anyone can help. It is through training and discipleship that they can go to the next level.

LOVE/CARE

Love and care for you volunteers by emailing, writing, calling, listening, hugging, and coming along side. If you care and show value for them, you will have them forever.