

11 Church Volunteer Recruitment Ideas

Find Them, Train Them, Keep Them

How to Recruit Volunteers

It's our responsibility as pastors and church leaders to help our attenders see their potential, use their God-given gifts, and grow in their leadership.

Start Relationships.

Your goal isn't recruiting; it's starting a relationship. Get to know members of your church. Ask great questions, and listen to their answers. Learn about their families, jobs, passions, and hobbies. Then, help them understand the roles your church has that fit their passions and giftings.

Be Passionate.

Are you passionate about your ministry? People are attracted to leaders with passion and vision so if that naturally pours out of you, people will want to serve alongside you.

Know What You Need.

Identify the roles you have open and the qualities and skills needed to fill each role. Don't just think about your current needs; think about future needs as well.

Cast Vision.

Instead of stating your need, present the opportunity your volunteers have to make a difference. Example:
"We need two people to help out in our two-year old room."
VS
"Our preschool students learn God's Word every weekend. Join our volunteer team and help our two-year-olds understand God's unique love for them."

Don't Say "No" for Them.

Some leaders automatically discount attenders in their church because they think they won't be interested in serving or don't have the time.

Ask them anyway! Many people would love to serve and are just waiting for you to ask.

Ask Current Volunteers to Recruit for You.

The best people to recruit more volunteers are your current volunteers. Encourage them to bring a friend to church or host an event in which they can ask people to join their ministry team.

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How to Encourage Volunteers

Now that you've recruited leaders for your ministry, the best part begins. Continue to build relationships with your volunteers and help them grow—in their faith and as leaders.

Connect Them with Others

Help them meet other volunteers and develop relationships. Provide an opportunity for volunteers to get together before or after service, hosts volunteer events during the week, or provide a way for them to connect electronically.

Be Thankful Often.

Whether it's face-to-face, in a text message, on social media, or in a handwritten note, thank your volunteer team.

Pray for Them.

Give your team an opportunity to submit prayer requests weekly, and add them to the staff prayer list.

Embrace Friction.

As your volunteer team grows, there will be friction and misunderstandings. You may be tempted to let things go so you can keep harmony on your team, but that's not what's best for your culture. Address issues directly but lovingly.

See More in Them than They See in Themselves.

Lead them to do more than they ever thought possible. Speak truth into their lives and encourage them to tackle something that scares them. As they continue to grow in their leadership, empower them to do more.

Click here for Life.Church's
Finding and Training Volunteers Training Video