

VIVs (Very Important Volunteers) SPARK 2023

Thanking Volunteers vs. Honoring Them

- What's the difference?
 - Thank You
 - Honoring
- Ways to Honor /Show Appreciation

KNOW Your People! SEE THEM!

Jesus SAW people. He didn't treat everyone the same. He knew each person and what they needed!

- What does it mean to KNOW your volunteers?
 - See your volunteers as individuals.
 - Find out their skills, gifts and things that bring them joy.
 - Have an open door policy.
 - What is their goal as a volunteer?
 - Do they have limitations on what they can do?
 - What made them interested in this volunteer opportunity?



Volunteers feel more comfortable when they are heard and seen!

Preparing People for Volunteering

- Safety training
- Background checks
- Give them your ministry or church manual.
- A monthly calendar that has all volunteers listed, online & on paper.
- Know which volunteers want their lesson or responsibilities prior to or the day of.
- M.A.P. (Ministry Apprentice Program) *created by Hugo & Michelle Montes
 - 1) Pray for & identify potential volunteers
 - 2) I do, you watch, we talk
 - 3) I do, you help, we talk
 - 4) You do, I help, we talk
 - 5) You do, I watch, we talk
 - 6) You do. . .and begin step 1



Training prepares your volunteers with the knowledge they need to perform their role with confidence and that makes for a better experience for all.

Creating an outstanding volunteer ministry can reverberate throughout your church! Once the word gets out that you have an incredible program, one that communicates well, provides training, recognition, and love, you are sure to get the attention of many other congregants!

A Welcoming Volunteer Culture

A welcoming volunteer team culture begins with a welcoming Kidmin Leader. . . YOU!

Ask yourself: Would you want to do ministry work/volunteer work with you? **Are you a fruit tree or a cactus?**

- You may not be a morning person. . .
- Wednesday Nights. . .
- Do whatever YOU need to do to BRING IT!

10 New Recruiting Ideas

*created by Hugo & Michelle Montes

- 1) During pre-service check-in (parents/siblings)
- 2) During post-service check-out
- 3) During small groups (show up and speak up)
- 4) On ALL church social media channels
- 5) Pre-service live infomercial in the main auditorium
- 6) Pre-service video infomercial in main auditorium
- 7) “Now Hiring Volunteers” signs placed in hallways and bathroom “viewing areas”
- 8) “Calling All Grandmas”
- 9) “Family Spin!” – Kids Church takes over big church for a promo
- 10) Church-wide recruiting event disguised as a church-wide ministry event (VBS, Fall Festival, etc.)

*INCM Provided many of these great volunteer ideas and strategies.