

Volunteerism is like a Garden

by Pastor
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Goal of this Sesion:

Finding, training, and keeping great volunteers is ongoing.

This session offers recommended practices for leaders to find, train and keep volunteers as part of their ministry and mission.

Why Garden?

What's the point of gardening?

- Beautiful flowers/plants to enjoy
- Landscape/beautify your property
- Experience nature
- Help the environment
- Relaxation



Why Volunteers?

What's the goal of getting volunteers (in church)?

- Fulfill the ministry's mission
- Fill holes (Cog in a wheel or ministry partner?)
- Make a ministry possible or volunteers as ministry
- Help people find purpose in using their gifts
- Does it have to be "or" ?

My Gardening Journey

Gardening out of Home Improvement Need

led to

Stress Relief

led to

Spiritual Understanding

led to

Love



Volunteerism is like a Garden

Both/And

Love the ministry aspect (volunteers) and care about the missional outcome.

Finding, Training and Keeping

Finding: Means looking in unexpected places for volunteers.

(Shady patch in garden.)

Training: Discerning their gifts.

(Hedge? Stand out?)

Training: Determining ownership level.

(Annual or Perennial?)

Keeping: Finding the right fit.

(Light and water to thrive.)

Finding: Ministry

Means looking in unexpected places for volunteers.

(Shady patch in garden.)

- Youth
 - Neighbors
 - Scout troop
- School student volunteers
 - Camp
 - Introverts
- Non-gender specific jobs

Finding: Ministry

Means looking in unexpected places for volunteers.

(Shady patch in garden.)

- CENetwork (Christian Education Network) www.faithfulteaching.org
 - Safe Haven www.ministrylinks.online
 - www.elca.org

Thomas Cunniff, general counsel & Aja M. Favors, associate general counsel

Description: Congregations can unwittingly create legal issues and liabilities through inattention to basic requirements and details related to corporate status, taxes, property, insurance and abuse prevention.

Training: Ministry

Discerning their gifts.

(Hedge? Stand out?)

Listen to their gifts; not just if their gifts fit your program needs.

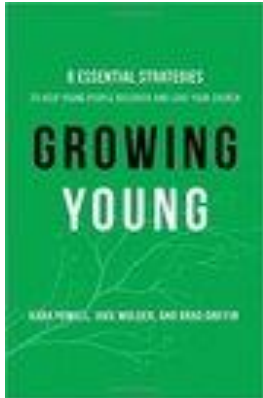
WELCA: <https://www.ministrylinks.online/spiritual-gifts.html>

Enneagram: <https://tests.enneagraminstitute.com/>

Training: Ministry

Determining ownership level. (Annual or Perennial?)

- Guidelines for different levels of engagement.
- Engage them in cont ed (beginning/throughout year).
- “Keychain Leadership” Give youth the keys. Literally.



“Growing Young” by Fuller Seminary
<https://fulleryouthinstitute.org/growingyoung>

Keeping: Outcome



Finding the right fit.
(Light and water to thrive.)

- Seasonal (bring indoors?):
move away from committees to champions

JOB Descriptions (zone hardiness): <https://www.pinterest.com/lglcrm/online-forms/volunteer-forms/>

Keeping: Outcome



Finding the right fit.
(Light and water to thrive.)

- Train up the trellis then delegate

Keeping: Care About the Outcome



Give Thanks.

- Handwritten notes
- Bulletin/Newsletter/Bulletin Board
- Pray over at worship
 - Cont Ed book

Record and Share Volunteer Hours.

- If time is money, lift up people's time.
- Jobs that offer time off for volunteerism

Keeping: Care About the Outcome



Survey

- Reiterate goals
 - Keep short
- Non judgmental wording
 - Meet the mission?

Finding, Training and Keeping

People want to be a part of something done well,
communicated well,
feel accomplishment.



Not “either”
ministry or outcome
but BOTH.

Finding, Training and Keeping

You will never be “done” looking for volunteers.

The stronger the system the better chance of health.

Both: Ministry (to and with volunteers)
and Missional Outcome.

Enjoy the Journey

of Gardening: Seeding, watering, pruning, and collecting.