

Stewardship of Volunteers

Leading Volunteers Leading

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LEADERSHIP TRAINING, CONSULTING & COACHING



Classic work

by

Rev. J. E.

Herrmann

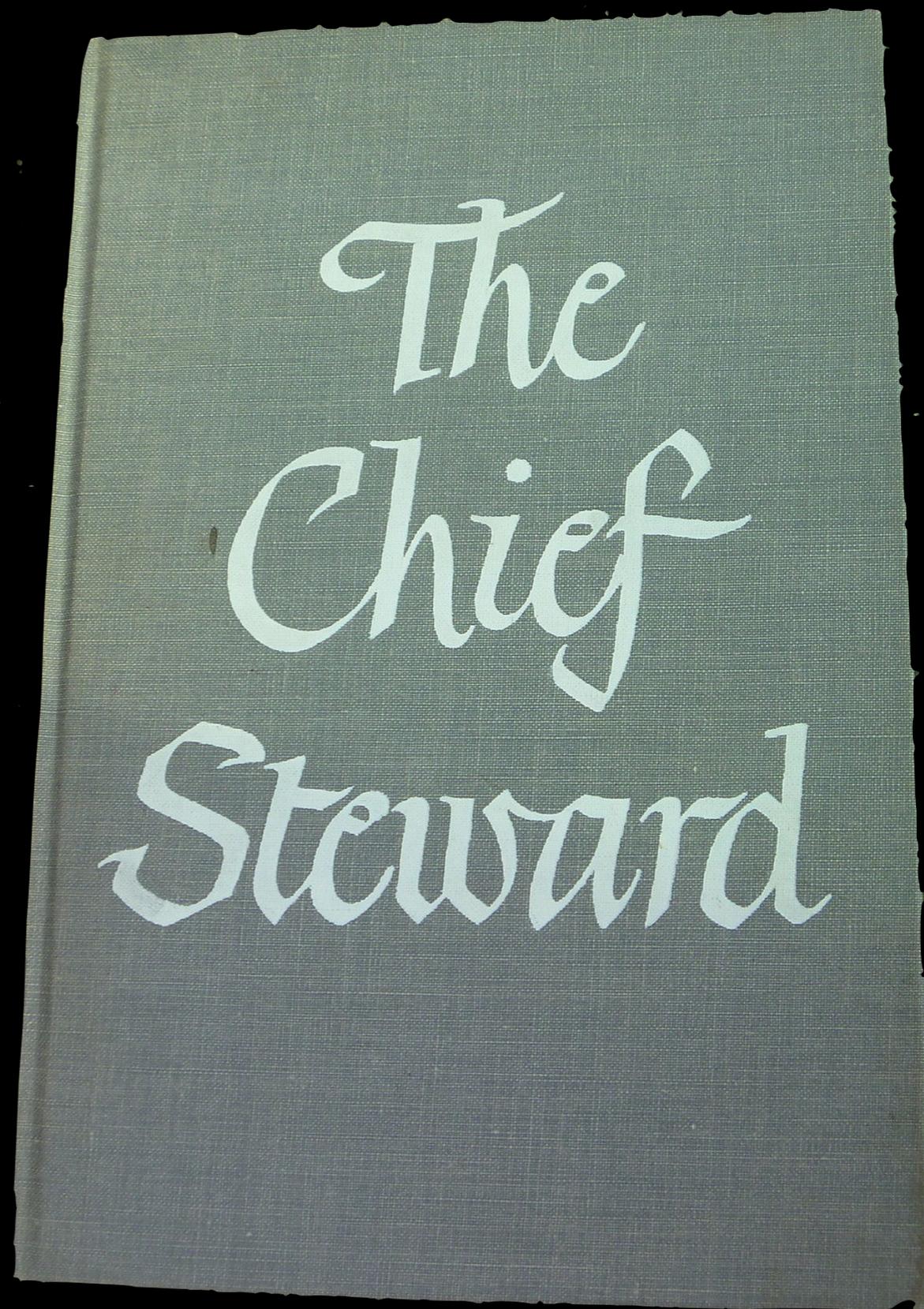
in 1951

Subtitled as:

“A Manual on

Pastoral

Leadership”



faithaflame.lcms.org

It all begins with the Gospel

**“For God so loved the world that
He gave His only Son...” John 3:16**



**Christ suffered and died for me in order “that I may be His own,
and live under Him in His kingdom, and serve Him...” Luther**

“For me, to live is Christ” Paul in Phil 1:21

**“The Christian steward’s chief concern in life is the coming
of the Kingdom to him, his brethren and to all men
everywhere.” Rev. J. E. Herrmann**

It all begins with the Gospel

God chose the church to reach the world!



“They devoted themselves to the apostles’ teaching and to the fellowship, to the breaking of bread and to prayer. 43 Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles. **44** All the believers were together and had everything in common. **45 Selling their possessions and goods, they gave to anyone as he had need. 46** Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, **47 praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.” Acts 2:42-47**

“Each church embraced the idea that building multiplying leaders for the kingdom is their kingdom work” Leadership Network

It all begins with the Gospel

**The church is passionate about a vision to
follow Jesus on His mission**



**A vision that is externally focussed and with God who...
“desires all people to be saved” 1 Tim 2:4**

**A vision that does not “hoard” the gospel but seeks to
give it away**

**A vision so large it cannot be accomplish by current
paid staff and volunteers**

It all begins with the Gospel

The church seeks to fulfill this ***VISION*** through the means of **grace and the whole body of Christ** (Rom 12, 1 Cor 12)



Therefore the church focusses on growing people and building leaders from within

Everything and every activity is an opportunity to involve, engage, empower and grow people

Without the whole body of Christ the church is handicapped!

It all begins with the Gospel

The Gospel, the church, the vision, the body of Christ, those who do now know Jesus...is a sacred trust or “stewardship”



Nothing is taken for granted

Everyone is valued

Faithful stewardship requires focus and intentionality

Wait!

- We already know how to do this!
- We put it in the newsletter and bulletin
- We make announcements on Sunday morning
- We put out a sign up sheet
- We have a class for those who are interested
- Right??



How is
that
working
for you?

First Things First...

1. Where is your church? Start with the Gospel? Start with vision? Start with valuing all... "volunteers"? Start with a greater valuing of those who do not yet know Jesus?

* If God wants His people in kingdom work and if the Gospel has been preached then the problem is not with His Word or Spirit. The problem must lie with men. Herrmann, p 78

* Define what you believe God wants your church to be like more and more (vision, preferred future) then use it as a "filter" to decide what you will do and not do (intentionality)

First Things First...

2. Choose where you will start and steward (Focus) your efforts to make an impact...for Ex.

*** (Churches) often get stuck in not valuing the whole body of Christ and mobilizing volunteers**

*** "We have done again what the Reformation undid. We have professionalized religion. We have turned witness-bearing into a class prerogative, and pay some man a salary to do it for us, while we come to church and listen."
Dr. Paul Sherer (Circa 1951, quoted by Herrmann)**

*** Agree to start small with an experiment in stewarding volunteers...**

"Enlisting" People 101

1. How do you like to be enlisted/recruited?
2. Do you respond to a "general" plea for help?
 - * Most people want to be personally invited - not pressured, and they want to make a difference in what they do - and they don't want to be embarrassed.

"Enlisting" People 101

- * In enlisting or recruiting people we will want to honor people and their giftedness and point them to God's purpose or vision for your ministry
- * "Eighty-seven percent of people respond to volunteering because someone asked them,"
Leadership Network
- * But its not all about the task!
- * Both church-going volunteers and non-church-going volunteers serve to fulfill a need for community and friendship. Leadership Network

"Enlisting" People 101

- * So when you carefully invite people in the right way, you are saying,
 - * "I like you"
 - * "you are important to me/us"
 - * "I want to be around you"
 - * "you can make a difference for God!"

The 3 Rules of Raising Up New Leaders:

1. Give people meaningful things to do
2. Support, train, keep in touch, and encourage them along the way....and finally
3. Celebrate the results.

The 3 Rules of Raising Up New Leaders

1. Give people meaningful things to do

* Gospel motivation to live out the vision! Their service points to a greater purpose

* Interview them! (Start with them not the task!)

1. What do you enjoy doing?

2. Where do you see God at work right now?

3. What would you like to see God do in your life over the next 6-12 months? How can I help?

4. How would you like to serve other people? How can I help?

5. How can we pray for you? (from Reggie McNeal, Missional Renaissance)

The 3 Rules of Raising Up New Leaders

1. Give people meaningful things to do (continued)

- * Involve people in choosing what they would like to do - given their interests, gifts & experience - (interview, "my forte")

- * Identify entry points, let them observe & "try it on for size"

- * Remember the difference between marathon runners and sprinters Klaas

The 3 Rules of Raising Up New Leaders

2. Support, train, keep in touch, and encourage them along the way

*** Neither abandoning them nor smothering (micromanaging) them**

*** Ask them regularly, "How can I help you?"**

*** Ask yourself, "What can I do to ensure that they do well and grow through this?"**

The 3 Rules of Raising Up New Leaders

3. Celebrate the results!

- * Celebrate what you learned to do and not to do (debrief everything - autopsy without blame)
- * Throw a party!
- * Share the story to the whole church about what happened by God's grace
- * Publicly recognize people's contributions
- * Give thanks & praise to God

Raising Up New Leaders

“What gets counted gets done”

- * What are you measuring to support this new effort to raise up new leaders?
- * Number of new people identified and invited?
- * Number of people involved for the first time?
- * Number of new ministries begun?
- * Others?

Leadership Principles for Raising Up New Leaders

Say “no” to...

- **micro-managing** - and/or - distancing yourself from what is happening, (benign neglect)
- **Favoritism**: consciously avoid feeding the “old boy’s club” or “the teacher’s pet” group and...
- **Avoiding or ignoring the “quiet/invisible servant”**
- **Worshipping “what we always have done”** at the expense of “what we need to do now”
- **Saying: “We want you to ‘serve on this board’”**

Leadership Principles for Raising Up New Leaders

Say “yes” to...

- Early and often and multiple communications and invitations to participate - bulletins and verbal announcements only serve to help you say you did in fact invite anyone to participate.
- Invite them to make a difference for God!
- Appropriate engagement through asking questions: “how can I help?” “How is this helping to achieve our vision?” etc.
- Noticing and seeking out the people others overlook such as the newer member, the non-member spouse, the not yet member friend and those on the fringe.
- After event reviews which even celebrate mistakes
- Creatively sharing the story of what happened with the whole church

YEAH BUT...?

If things get particularly difficult then...

- ❖ Be Calm, Model how to react. Perform an “autopsy without blame” and give them permission to explore what happened
- ❖ Get curious - Ask, “What got in the way?” **Remember:**
- ❖ Learn - how could I have helped? **Isaiah 42:1**
- ❖ Ask them how or where they see themselves serving in the future - preserve the relationship and their need to serve
- ❖ Comments? Questions? Pushback? Feedback?

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Resources Download:

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