



Recruiting Quality Volunteers

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Workshop Purpose

Quality volunteers are important to having great ministry. We will discuss how we:

- Recruit the right people
- Vet volunteers well
- Retain quality volunteers



First things first

1. Do you know who you are as a ministry?
2. Do you know what you need?
3. Do you know how many volunteers you need?



First things first

1. Do you know who you are as a ministry?

- Mission
- Need for your ministry
- Impact of your ministry
- What the ministry will accomplish with a volunteer?
- What does your ministry stand for and who will be allowed to represent it?

Examples:

Can a non-Christian serve in your ministry?

Do they have to agree with your statement of faith?

What role will the volunteer be doing to accomplish the mission?

Any denomination requirements?

Must they be a member of a church?



First things first

2. Do you know what you need?
 - What is the criteria to be a volunteer?
 - Skills or gifting needed
 - Role of the volunteer(s)
 - Time commitment
 - Volunteer training
 - Age requirements
 - Male or female



First things first

3. Do you know how many volunteers you need and how often?
 - How many volunteers are needed
 - How often
 - Times of day/evening
 - Weekdays or weekends



Recruit the Right People

- Create a Recruiting Plan
- Develop your message/presentation
 - Need
 - Impact
- Identify where want people to come from...
 - Church
 - Social groups – Lions club, rotary club
- Recruit based on your criteria
 - Look for right people
 - Right person will save time and issues later
 - Consider relationship with DOC/DJJ, parole, or other groups

Tools to Recruit



Messaging defined



Brochure/handout



**Testimonies
video or
brochure**

In person sharing works well
You tell the story of impact
What you have seen happen



**Website/Social
Media**

Information
Credibility

Recruit volunteers

Relationship

- One to one ask
- Fellowship
- Prayer

Presentations

- Church
- Rotary, Lions, civic groups, etc.
- Booth
 - fairs, festivals, Christian concerts, Faith and Family Days, community yard sales
- Hosting dinners/events

Involvement before engaged

- Prayer
- Giving
- Find a tangible way to be a part without being present
 - Example: help prepare food for event

Invite to come see

- Find an aspect of ministry where they can observe
 - Negate the “fear” of prisons/jails

- Create a Speakers bureau
 - Group trained to speak for your ministry
- Sharing the story of your ministry
- Prepare and practice presentations for various venues
- Visiting churches, Christian organizations, etc. to interact and share about ministry
- Invite others to join the ministry





Vetting volunteers

- Can this person represent your ministry properly?
- Do they meet your criteria?
- Personal agenda

- Risk to relationship with DOC/DJJ, parole, or other groups

Vetting volunteers

Agree

- Have a volunteer form they fill out and sign
 - Ensure it lists your mission, statement of faith, and all key criteria
 - List expectations in general
 - Agree to abide by your ministry standards

Check

- Check with pastor
- Check references or ask around

Background

- Background check (if applicable)
- Where else they serve

Retention of Volunteers

Ensuring all working together

- Communication
 - Clear expectations of volunteers
 - Sharing impact
 - Creating unity
 - Dealing with issues
 - Planning ahead
 - Schedules
 - Training – continually
 - Prayer
 - With them
 - For them
 - By them



Retention of Volunteers

- Be mindful - new team members do not know anything!
 - Don't use lingo/abbreviations
 - Don't assume - Train
- Help new members fit in and feel important, needed, included and wanted
- Remember volunteers need the “big picture” as well as details
- Many volunteers do not understand the depth of ministry
- Provide a mentor who talks to them before/during/after events
- Hold a new volunteer meeting to train
- Thank them often



You Are UNBELIEVABLE!

THANK YOU

volunteers
Thank You
community
celebrate
HandsOn friends



Heartfelt THANKS TO OUR VOLUNTEERS!

Thank you for all you do!

Thank you! Volunteers!

WE ♥ OUR VOLUNTEERS



THANK YOU VOLUNTEERS!

Volunteer Training

Communication

- Ensure they know commitment
 - What is needed
 - How often
 - Where
- Training
 - Expectations
 - Ministry
 - Their role

If, at any time, they do not meet criteria or not in line with your ministry – stop

- Retrain and reset expectations
- Thanks, but not a good fit



Recruiting Quality Volunteers

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Thank You

Questions or Discussion

