

## Session 5

### Lesson 9: Building a Ministry Team (Build Relationships)



#### Quote

- “One of the most common areas of frustration for youth ministers is their inability to develop a team of volunteers to help with the ministry. The frustration is high because they recognize the importance of having people help. What is the problem?”

-- M.Davis



#### Key Terms

- Strategy
- Recruit
- Identify thoughts & attitudes
- Selective
- Relationships



#### Lecture Objectives

- Describe a strategy for connecting with, recruiting, and keeping volunteers that is Biblically rooted
- List and describe issues and questions that must be considered in the process of recruiting and keeping volunteers



#### To Think About Before You Go On

- What are some questions or issues that must be considered as you begin to develop a volunteer team.



***Recruiting and Developing Volunteer Leaders***

One of the most common areas of frustration for youth ministers is their inability to develop a team of volunteers to help with the ministry. The frustration is high because they recognize the importance of having people help. What is the problem? Is it simply that people don't want to help or that they don't care? Or, is the problem that of the youth minister and how he handles leadership development? In my own experience, the problem has more often been that of the youth minister, rather than the body of people. I believe that there are many people willing to help, but they just are not aware of how they can help. Below is a strategy of how youth ministers can develop a strong and effective team of volunteers.

**Develop a Strategy for Recruiting Volunteers**

How many volunteers do you think you should have one year after you arrive? What will you do to get them? List at least five.

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## Starting with the Vision Statement ...

### ... Become a Recruiter

- Gather a Hit List
- Ask other leaders who they recommend
- Ask students who they would like to see become a leader
- Ask your pastoral staff to help you develop a list
- Develop a strategy to contact all of the people on the list
- Develop a time line with goals for each month

### Identify Their Thoughts and Feelings about Youth and Youth Ministry

- Do they understand the value of youth ministry?
- Chaperones, Babysitters, and Bakers
- Kid's don't like me
- I don't know enough
- I'm too old
- I'm too busy

### Don't Take Just Any Warm Body

*Avoid using individuals who are:*

- New Christians
- Uncertain of their faith or Struggling spiritually
- Not in agreement with your "core" doctrine
- Poor decisions makers
- Not wanted present by their kids
- Reluctant

- Not able to commit your expectations
- Overwhelmed with personal issues (money, marriage, relationships, etc.).
- Practice ungodly personal habits
- Not team players
- Intent on their own agenda

### **Build Relationships with Individuals**

- Show interest in their lives
- Take them out for lunch or dinner
- Go to a sporting or other event
- Share your life with them



- Go back and rethink the 'To think about before you go on' questions on the first page of this lecture.