Scripture Text

- I Timothy 4: 15-16 – “Be diligent in these matters; give yourself wholly to them, so that everyone may see your progress. Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers.”

Key Terms

- Team
- Training
- Professional
- Evaluation
- Encouragement
- Accountability
- Regular Meetings

Lecture Objectives

- Describe the importance, place, and function of job descriptions for recruiting and keeping volunteers
- Describe the relationship among job descriptions, accountability, evaluations, and encouragement

To Think About Before You Go On

- In your past work and ministry experiences, how has accountability and evaluation (or lack of these things) helped or hindered your ability to work well? How has it helped or hindered your walk with Christ and service to Him?
Refer to job descriptions at the end of lesson 11

**Sunday School Teacher (Middle School and Senior High)**

*To plan and teach a section of one of our Sunday morning classes. You will work with a Sunday School team, which is present each week, to bring God’s Word before the students. Your involvement will be focused on the 20-30 minute teaching time during each Sunday morning class. Training is required for each first-time teacher.*

- **Meeting Time:** Sunday 9:15-10:45 am
- **Time Per Week:** 5 hours
- **Length of Commitment:** 6-12 weeks

**Team --**

- [Diagram of Sunday School Team]
Spend Time Training Them

- Develop training materials for each job description
- Set up periodic training periods for new leaders
- Have new leaders start together
- Don’t rush the training period
- Have them read good books on youth ministry
- Provide resources continually
How To Keep Volunteers Volunteering

Be Professional in Everything You Do

- Demonstrate integrity
- Don’t wait until the last minute to ask leaders to do something
- Explain your plans in detail

Evaluate Them

- Make the evaluation process known and make it fun
- Develop an evaluation form
- Show tremendous grace
- Evaluate according to job description
- Give gentle but precise criticism
- Offer suggestions for improvement
- Allow them to share how they are feeling
- Pray with them

Encourage Them Frequently

- Write them notes
- Buy them gifts that have special meaning
- Take them to lunch or dinner
- Publicly recognize them
- Have students share their appreciation
- Have a surprise leadership night
- Encourage parents to express their gratitude
Hold Them Accountable
• Don’t assume leaders are doing well spiritually

• Ask them hard questions

• Give them good challenges

• Demonstrate tough love

Provide Ongoing Training
• Provide them with good resources

• Take them to conferences and seminars

Host Regular Leadership Meetings
• Gather together monthly for prayer, fellowship, training, planning and preparation

• Meet together weekly to prepare for the week

• Go on annual retreats and conferences for in-depth training and development

Reflections on Developing Volunteer Teams:
_______________________________________________________________________________________________

Stop

• Go back and rethink the ‘To think about before you go on’ questions on the first page of this lecture.

Top Ten Reasons Why Youth Ministers Struggle To Get Volunteers
1. They don’t pray
2. They don’t ask
3. They don’t know how they will use them
4. They are afraid that they will be exposed
5. They are intimidated by adults
6. They have no vision or plan
7. They feel it is easier to do it themselves
8. They look in the wrong direction
9. They don’t take the needed time to develop leaders
10. They need to blame somebody or something