

# Build Leadership Pipeline

## Lesson Two: Appoint a Volunteers Director

Welcome to Lesson 2 of Building a Leadership Pipeline that will undoubtedly improve the health of your church. I want to talk to you about appointing a Volunteers Director. Now I think it's vital that you have a Volunteers Director role set up in the org chart of your church. Your organisational chart. Just as you have a Worship Director, Kid's Leader, and Youth Leader, put up there in the org chart Volunteers Director.

I want to help you understand what a Volunteers Director does and then talk about maybe who's the right person for this

So what does a Volunteers Director do?

### Analyse volunteer involvement

Well they analyse volunteer involvement to see who's doing nothing, who's doing too much. They keep an eye on how roster are going in various areas. They don't have to get too involved in every area of volunteer's in the church but they keep an overall look on it.

### Organise annual recruitment drive

They also organise the annual recruitment drive. We'll cover this in more detail in the future lesson as I will the analysing of volunteer involvement. I'll cover this in a lot more detail but I want to give you an overview of what a Volunteer Director does.

### Follow up first serves

Thirdly they follow up first serves. So when someone in the annual recruitment drive puts their hand up to do a first serve, in other words they'll try an area, then this person, the Volunteers Director, will follow them up and see if it was a good fit or not. If it wasn't put them in another area, if it was fantastic, let's sign them up for something beyond the first serve.

### Mobilise new people

Also a Volunteers Director will keep an eye on new people coming into the life of the church and look to mobilise them and get them involved. The quicker you can get someone serving in the life of the church the more likely they are to make friends, then when they make friends they stick in the life of the church. So a really important area for your Volunteers

Director to be involved with is to connect with new people and mobilise those new people into serving.

Now when you're looking for a Volunteers Director I think there are two essential qualities that you look for. These essential qualities are:

## 1. They need to be organised.

They need to be able to follow processes and systems and structure. Have good communication with people, following up people when they email and phone calls and all those sort of areas. They need to be an organised person.

## 2. They need to be relational

They need to be winsome. They need to be warm enough that when talking to a new person they're going to gently shepherd them into the role that's important for them. Also with volunteers who may be a bit burnt out, sitting down with them and saying maybe you need a bit of a break from working in five different areas of the church. Maybe you need to cut it back to two otherwise you're going to have some problems in your own life.

Two essential qualities - they are organised and they are relational.

Can you think of someone like that in your church to fulfil that role if you don't have them already in that role?

## Next Steps

So next steps for you as you think about a Volunteers Director.

## Pray

Firstly pray. Jesus said to pray, that there will be labourers in the harvest field. So why don't you make this a key prayer point for you and your key leaders and talk about it and say hey we need to appoint someone into this Volunteers Director role. If we're going to build a leadership pipeline this is a crucial position, who are we going to put in. Let's bring it before the Lord and begin to pray and believe God. Just as you do with the Children's Leader, a Youth leader, a Worship Leader, begin to pray and bring it before the Lord. I believe it is a prayer the Lord will answer.

## Appoint

Then I think appoint someone to the role. Pastor, if you're in a small church, I would suggest to you that you appoint yourself into that role. If your church is more moving to that medium size it's good to have someone in that role, maybe as a volunteer doing the role but

I think as a church grows it's good to pay someone, maybe just 2 or 3 hours a week, for that role because it will improve the health of your church. It enables new people to get locked into the church and also the people serving will feel that sense that someone is championing the whole cause of what's going on in the life of the church.

In fact your Volunteers Director would really be helped by going through this roadmap themselves. Feel free to jump them into the hub, make them a member and get them into this roadmap.

So there you go - Lesson 2: Appointing a Volunteers Director I think is crucial and critical to building a leadership pipeline.

Get ready for the next lesson, you're going to love it.

## Download and Complete the Check List