



**QUESTIONS  
VOLUNTEERS  
ASK**



When you lose focus on the mission, volunteers lose heart. Every volunteer wants to give their time to something bigger than us or bigger than themselves. So give them that opportunity.

One of the greatest gifts church leadership can give to a congregation is healthy relationships. So be healthy. Not sure what that means? Start by changing one thing. Talk to people you disagree with, not about them. That will change far more than you think.

**IS THIS REALLY ABOUT THE MISSION?**

**WILL SERVING HELP ME GROW SPIRITUALLY?**

**ARE THE RELATIONSHIPS AROUND HERE HEALTHY?**

Care for volunteers spiritually, or at least provide an environment in which spiritual growth flourishes.

- Pray for them.
- Pray with them.
- Share your journey.
- Encourage theirs.
- Mentor your key leaders.

You can't guarantee spiritual growth will happen, but you can provide the conditions in which it can easily happen.

Nobody likes feeling used, but that's often how churches and other organizations treat people.

Care about them. Encourage them. Ask questions. Listen to their stories. Pray for them.

A good heart just needs to be supplemented with a good skill set. Set aside an evening or a Saturday to properly train volunteers as they start serving, and then top up their training from time to time to help them get better at what they do.

You're a Christian for life, but that doesn't mean you have to serve in one role for life. But many churches just assume people will.

Surprisingly, when you give volunteers an out, many lean in.

**WILL YOU HELP ME  
DEVELOP THE SKILLS  
I NEED?**

**SO, AM I SIGNING  
UP FOR LIFE?**

**AM I JUST A  
MEANS TO AN  
END?**

**ARE YOU  
ORGANIZED,  
OR ARE YOU  
GOING  
TO WASTE MY  
TIME?**

Disorganization is an epidemic among church leaders and non-profits.

Too many volunteers show up to do their job only to discover that they also have to do yours because once again, you've dropped some balls.



