



Creating A Volunteer Strategy For Getting It All Done

Crystal Chiang

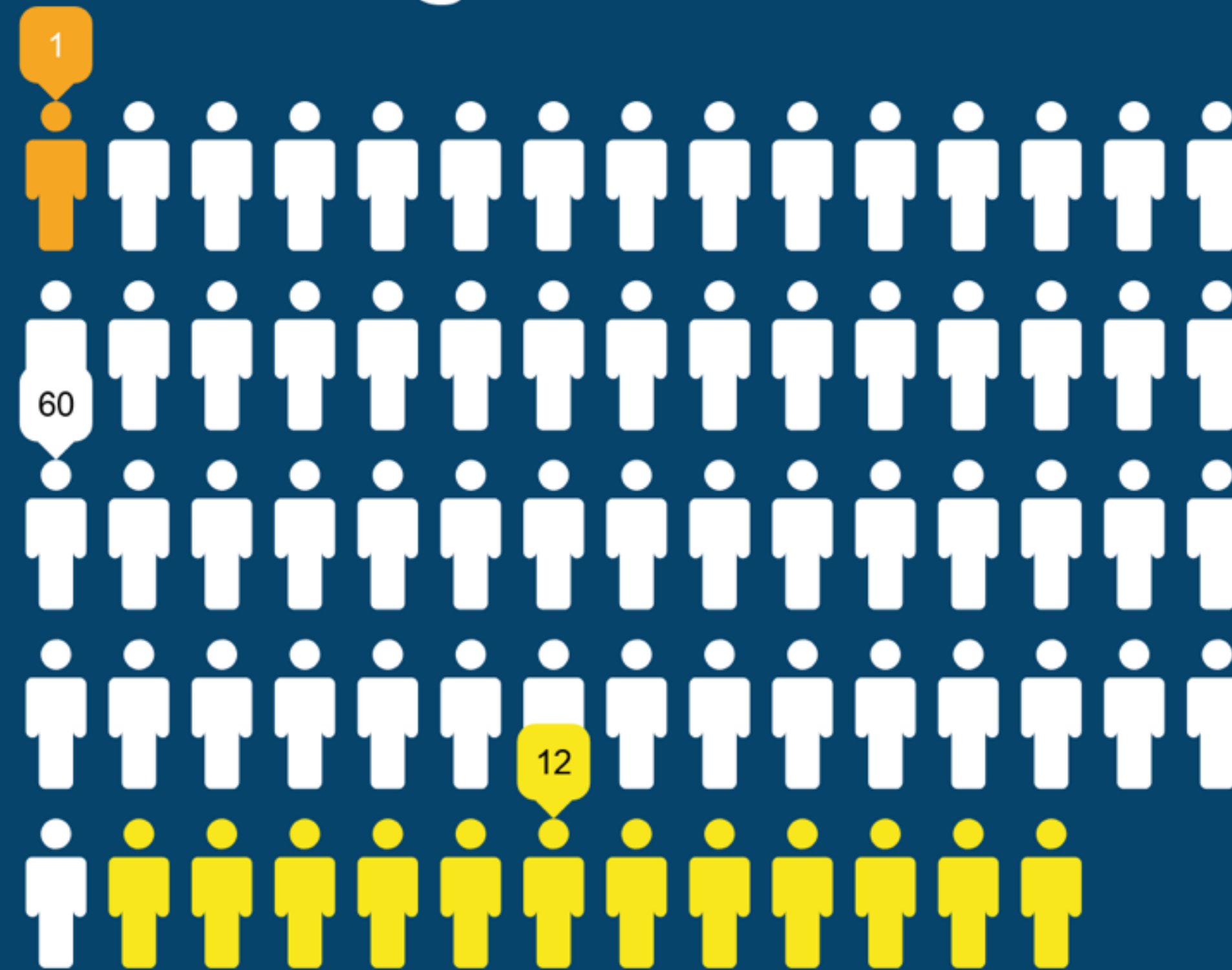
@CrystalCChiang



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The Average Youth Ministry



■ Paid Youth Worker (1.37%) ■ Students (82.19%) ■ Volunteers (16.44%)

Data from:
The Barna Group of Ventura, California
www.barna.com



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Delegate



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JESUS SAID,
DEFEND THE OPPRESSED
FOR THEY DO NOT KNOW WHAT
THEY ARE DOING.

LUKE 23:34



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Room to breathe
=
Room to grow



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No Breathing Room

=

No Growing Room



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You need more than a list of names.



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Move #1

Small Tasks to Big Asks



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Small Tasks to Big Asks

Small Task

Chaperone

Door Greeter

Be a part

Set Up Chairs

Be a leader

Email Parents

Be a Part

Big Ask

Lead a Small Group

Guest Retention Strategy

Create a Weekly Environment

Mentor Parents

Be a Leader



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People with significant leadership gifting respond best to significant challenges. Under challenge them and they won't stay engaged for long.

-Carey Nieuwhof



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LARGE GROUP

SMALL GROUP

YOU

LOGISTICS

PARENTS



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LARGE GROUP

Musician

Communicators

Techie stuff

SMALL GROUP

Small Group
Leaders

YOU

Event logistics

Weekly Setup

LOGISTICS

PARENTS



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Who are the volunteers in each quadrant?

Where do I need to make a bigger ask?



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Move #2

Leading it all to Layering Leaders



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LARGE GROUP

Musician

Communicators

Sound Person

SMALL GROUP

Small Group
Leaders

YOU

Event logistics

Weekly Setup

LOGISTICS

PARENTS



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LARGE GROUP

SMALL GROUP

Musician

Communicator

Sound Person

SMALL GROUP
LEADERS



Events Helpers

Weekly Setup

LOGISTICS

PARENTS



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LARGE GROUP

SMALL GROUP

Musician

Small Group Leaders

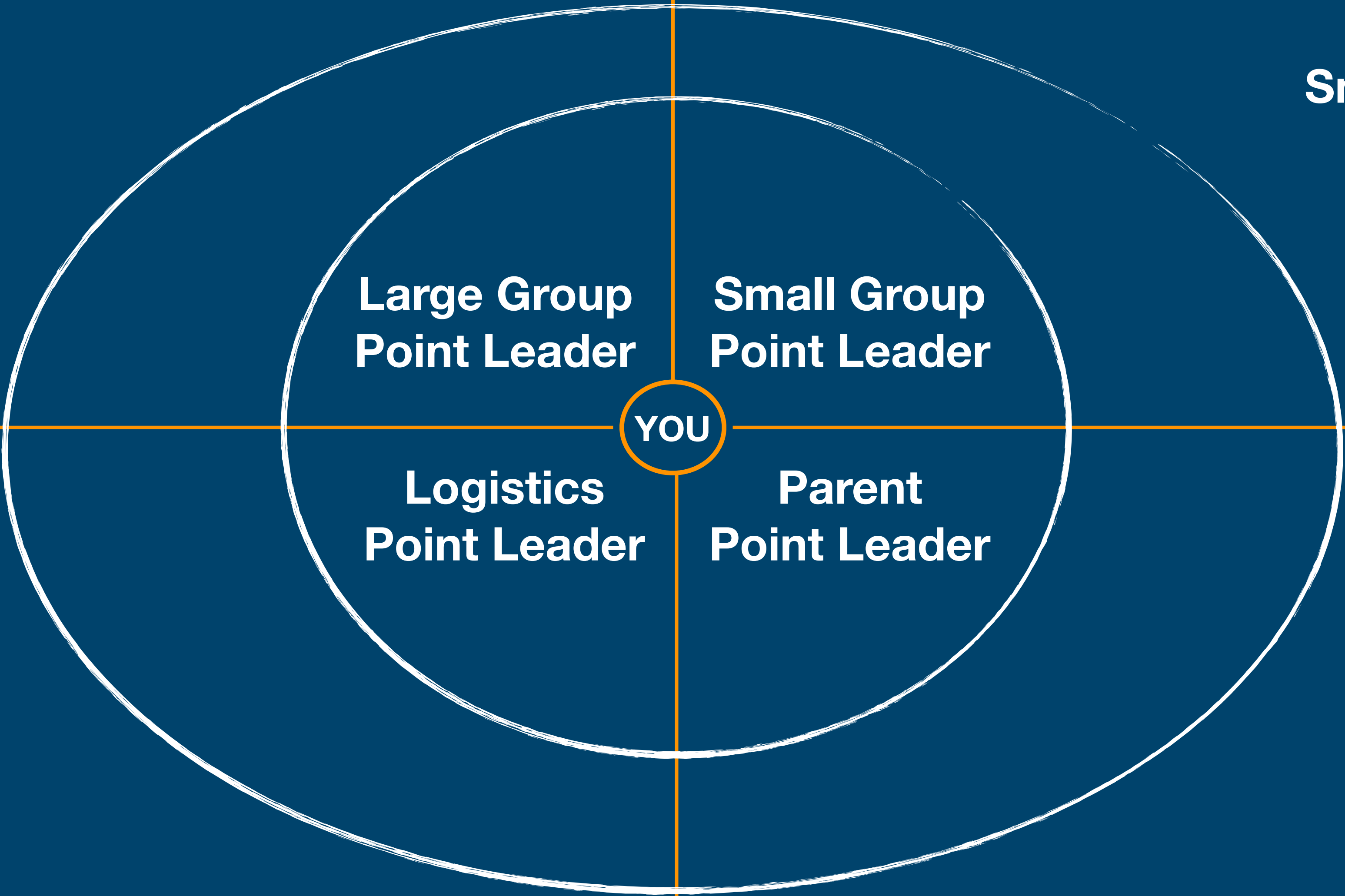
Communicator

Sound Person

Events Helpers

Weekly Setup

LOGISTICS



PARENTS



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LARGE GROUP

Musician

Communicator

Sound Person

Events Helpers

Weekly Setup

LOGISTICS

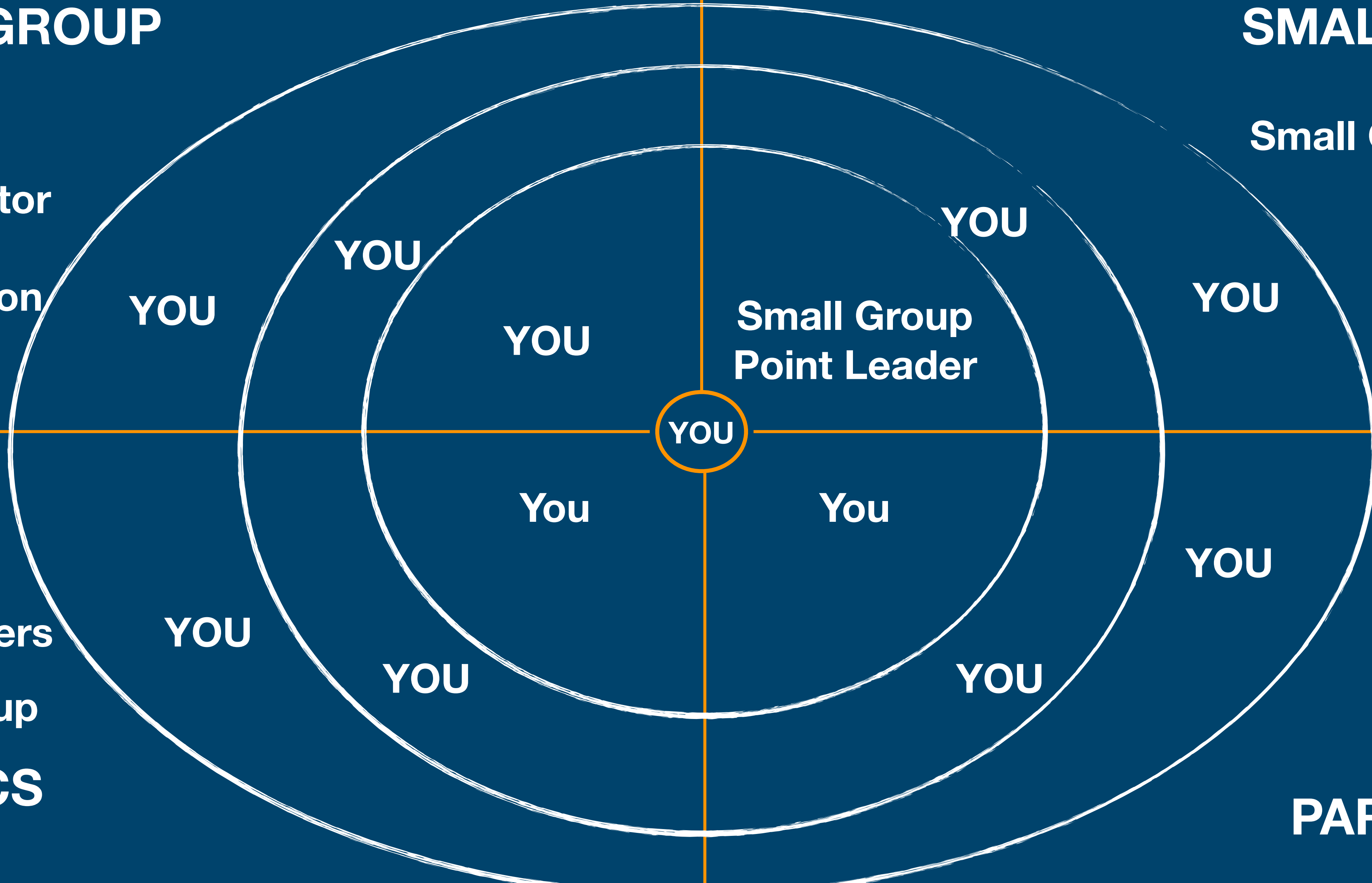
SMALL GROUP

Small Group Leaders

YOU

YOU

PARENTS



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Move #3

Training Days to Coaching Groups



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Training vs Coaching

Occasional

Rules

How to

A way to fire

Ongoing

Relationship

Why we

A way to promote



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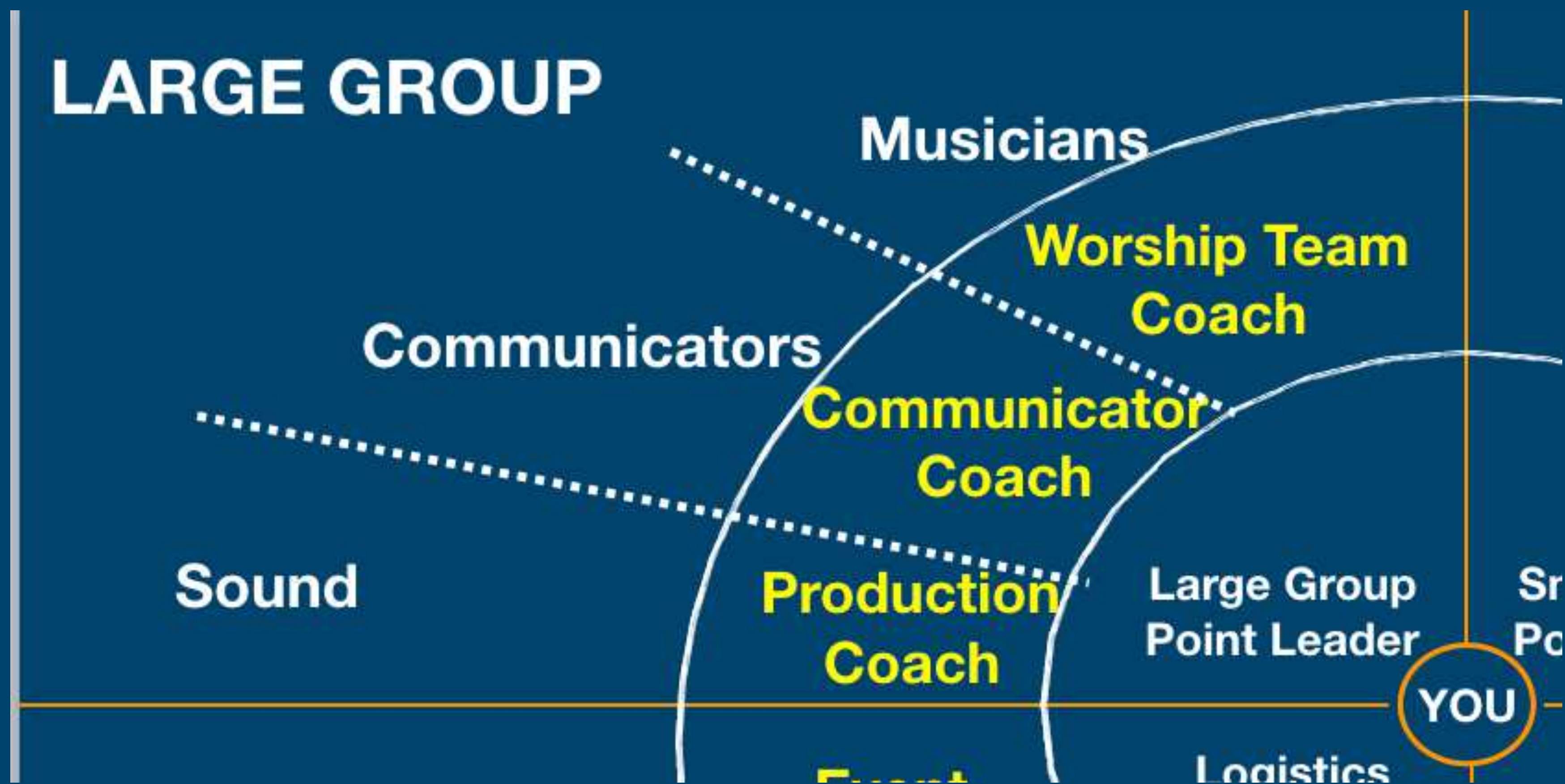




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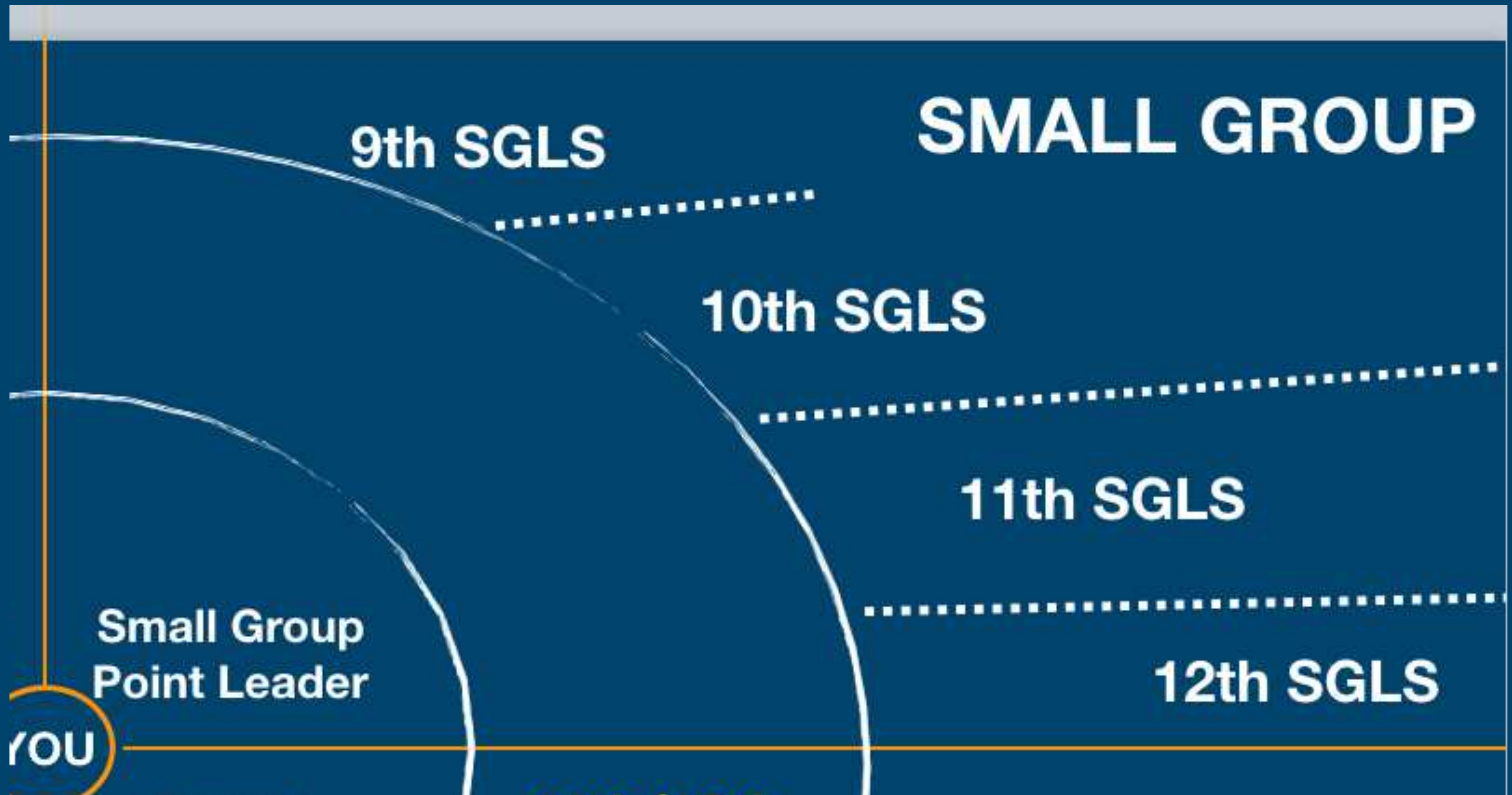


LARGE GROUP



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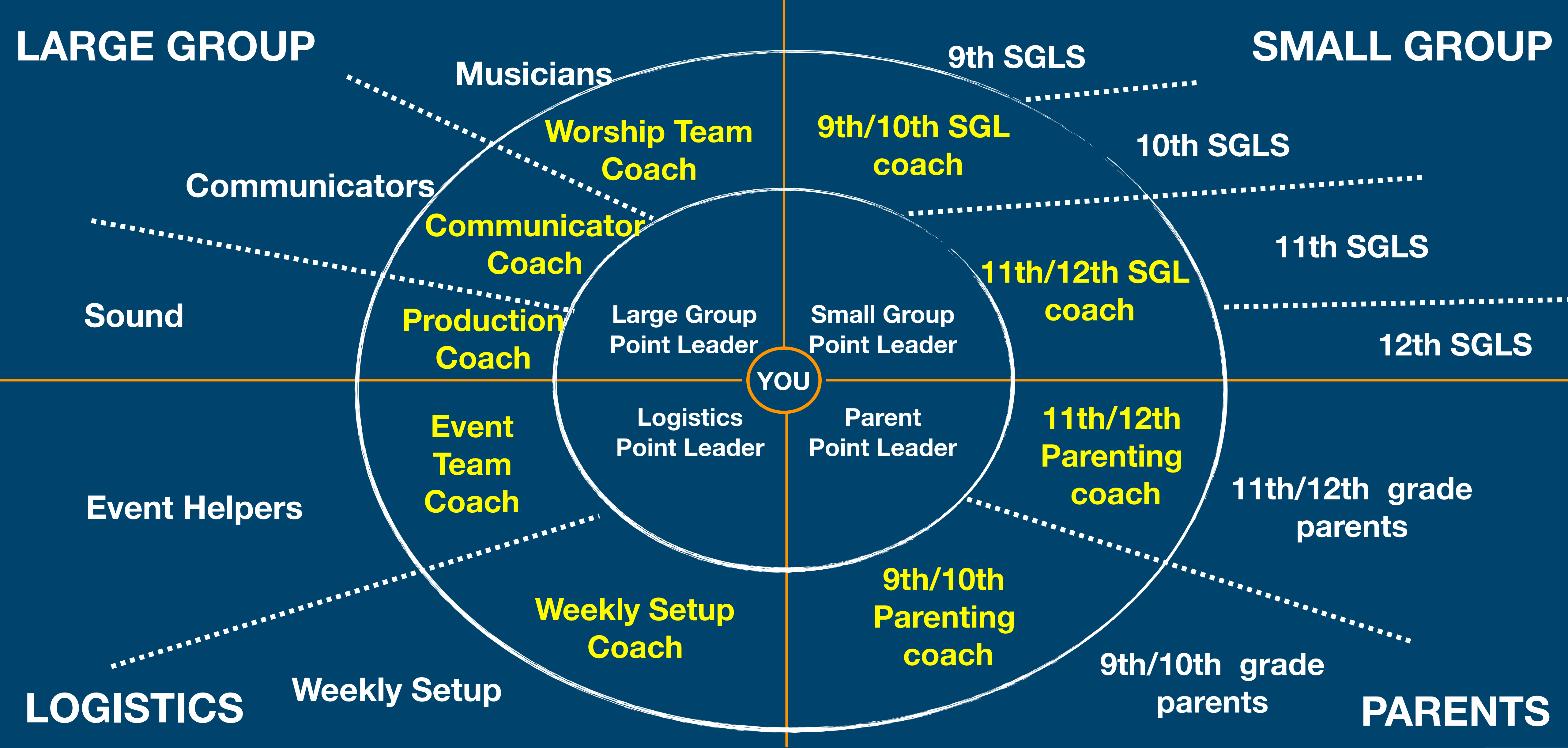


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LARGE GROUP

SMALL GROUP



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Move #4

Retaining Volunteers to Advancing Leaders

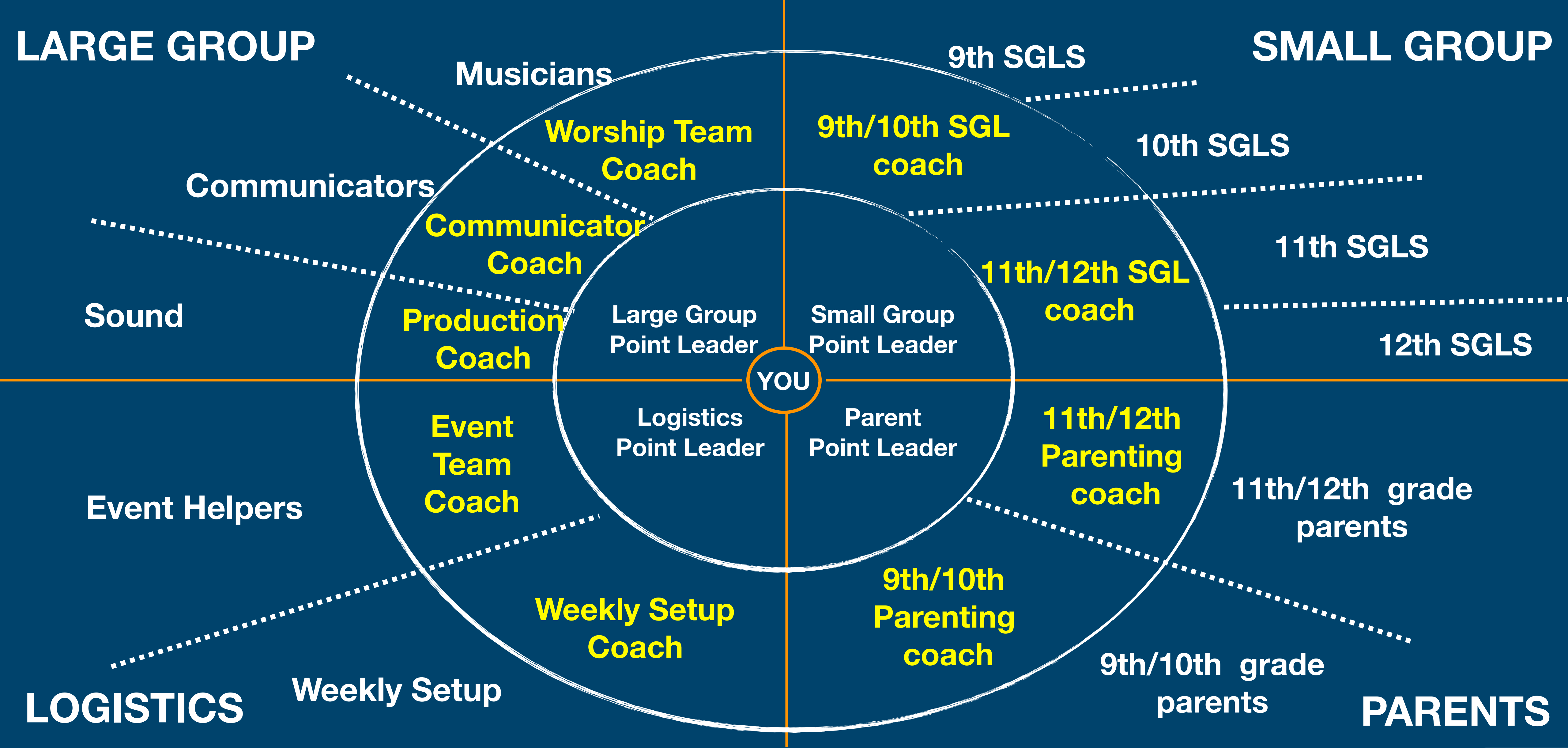


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LARGE GROUP

SMALL GROUP



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“Your ministry’s impact is equal to the individuals you empower to see it accomplished. Be selective. Choose wisely, and then trust immensely.”

Don’t Quit, page 143



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Empowerment



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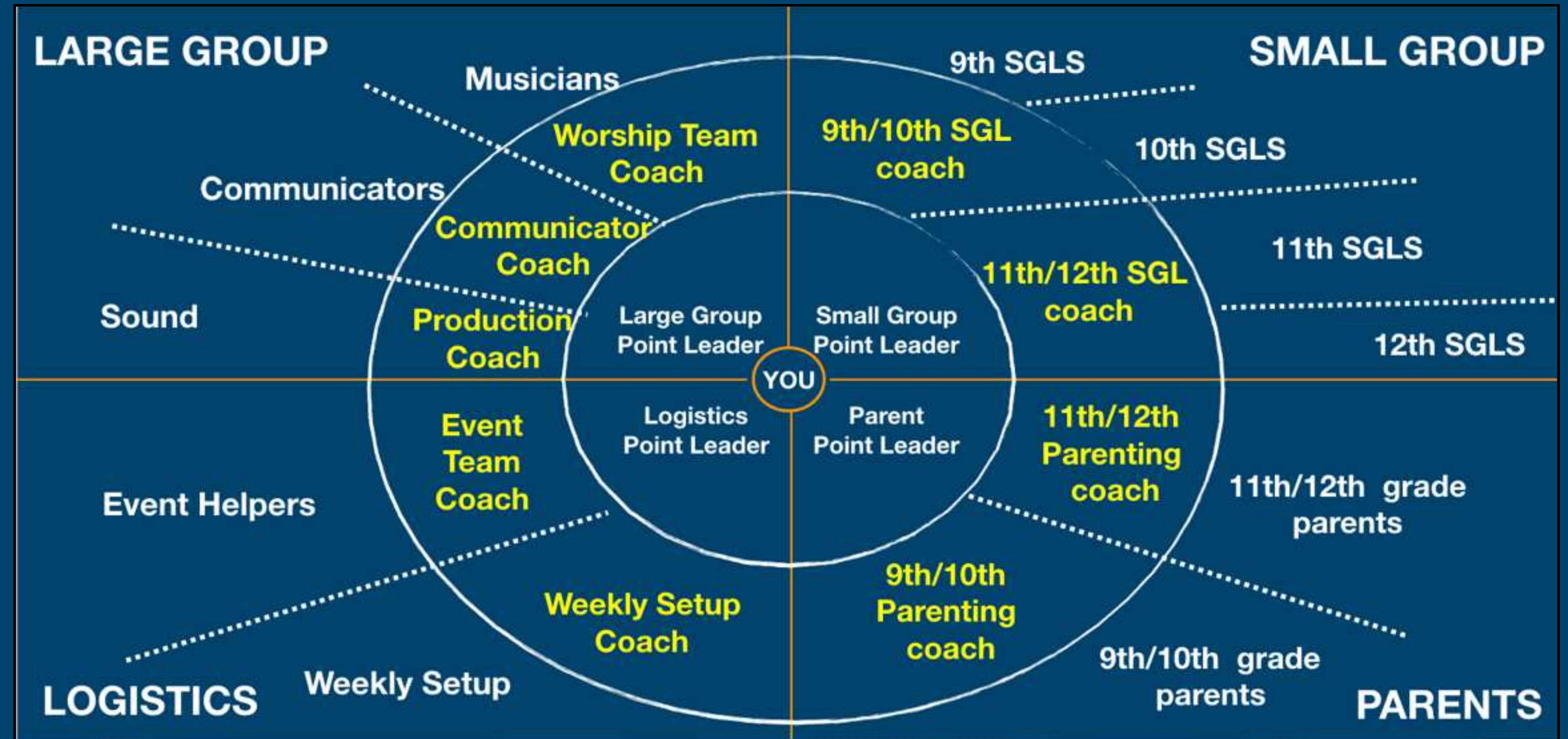


When you empower you will...

Respect The Line.

Decide what you will decide.

Expect Failure



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Redefine Failure



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Your Job.



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You were entrusted with
LEADING a ministry
not just **DOING** ministry.



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Resources

FOR YOU

GO WEEKLY
CREATING A LEAD SMALL CULTURE BOOK
MYTH OF BALANCE BOOK
YOULEAD COACHING
ReTHINKING Youth Ministry PODCAST

FOR YOUR LEADERS

GO WEEKLY
LEAD SMALL BOOK
ART OF GROUP TALK BOOK
ReTHINKING Youth Ministry PODCAST
INFLUNSR (for student leaders)



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