

Volunteer Recommitment

This process is to ensure all volunteers have the opportunity to reevaluate their volunteer commitment on a recurring basis, helping our campus maintain healthy teams as we encourage eTeam Leaders and Volunteers to engage in regular dialogue about roles and responsibilities, with the ultimate purpose of building stronger relationships.

Length of Commitment:

Volunteer Leader, 1-year commitment

Volunteer, 6-month commitment

1 on 1 Schedule:

March/October - All Leaders

April/November - All Volunteers

Communication Plan:

Leaders

1. Leaders will receive Vmail sharing the vision behind the 1 on 1 process.
2. Directors will schedule 1 on 1 with Coordinators, and Coordinators will schedule 1 on 1 with eTeam Leaders.

Volunteers

1. Volunteers will receive same Vmail as leaders.
2. Verbal communication from eTLs during weekend team meetings.
3. eTLs will schedule 1 on 1 with eTeam members.

The 1 on 1:

1. eTeam Leader will have a 15-minute conversation with each eTeam member about the volunteer's current role. This should be a face-to-face conversation (phone if necessary).
2. Electronic survey (to be completed and submitted by leader) is to be used as springboard for conversation.
3. Upon completion:
 - a. Continue serving: No action is needed.
 - b. No longer serving: Stop submitted by eTL (by end of same month).
 - i. Encourage involvement in eGroup to maintain community.
 - c. Serve in new area/new role: Take note of desired change on survey; volunteer should continue serving in current role until contacted. This follow up will occur within 2-4 weeks.

Keys to a Successful 1 on 1:

1. This is a relational process, not an informational process: a 1 on 1 with a recommitment component.
2. Proactively schedule 1 on 1 conversations throughout the month. Don't wait until the last minute, and then rush through these interactions.
3. This process can easily gravitate toward becoming a formality, work against that tendency. Conversations should be FUN and FRUITFUL!
 - a. Fun: Take the time to connect! Laugh and share stories.
 - b. Fruitful: The survey should yield healthy and productive conversations that move the team and our church forward.