



Beyond Your Office Door

In this presentation, we'll cover four steps to utilizing your volunteers.

Assumptions

Today, pastors need to work both in the church **and** on the church.

The less I do, the more that gets done.

Your most valuable resource in your church is your volunteers.

People give to vision: People volunteer for a vision.

Most of our visions are not clear enough, and our systems are not complete enough.

Why we don't

- Engaging volunteers can be exhausting
- Doing it yourself the first three times is almost always easier.
- Creating a vision often seems stupid.
- Unless you're a dork, creating systems is awful.

However...

- Engaging volunteers allows you to work in the church on your proficient passions.
- Working on the church sets up their next pastor.
- With another person, you don't feel like quitting on the same day.

“Two are better than one, because they have a good return for their labor: ¹⁰ If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up.” -Ecclesiastes 4:9-10

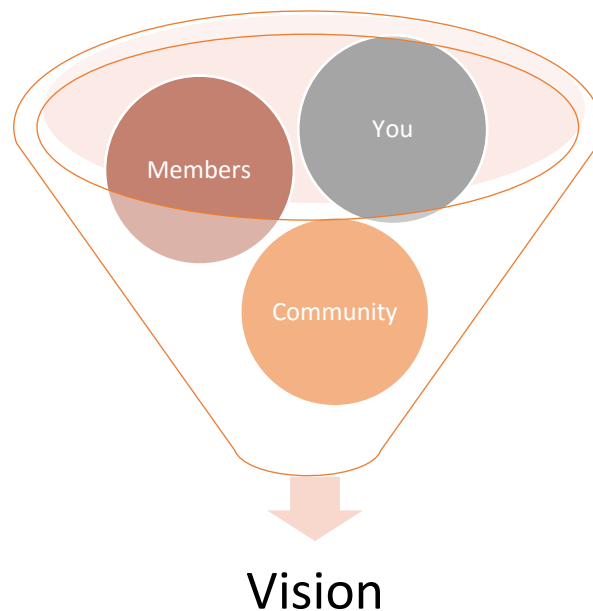


Step 1: Cast the Vision

We care about vision because we care about people.

Vision is like vacation

Vision in your head is an idea, vision cast is direction¹



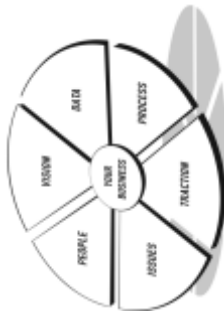
Vision (who, what, when where)

- **Purpose.** Every organization has a purpose. That purpose may be clear or vague. It may be conscious or unconscious, written or unwritten. Some purpose

¹ Made up last week, but I am sure someone else has said it better.

statements are specific and inspiring, while others are vague and uninspiring. Regardless, no organization is ever formed—or continues to exist—without some sort of purpose. It is worth taking time to answer the question, “Why do we exist?”

- **Values.** Values are the ideals that we esteem as a company. They are the philosophical foundation of our corporate ideology. They are the things that we hold dear and use to make decisions and keep us on-track. They are what we believe—no matter what. However, if they are to be more than mere platitudes, we must translate our values into specific behaviors that we expect from one another.
- **Vision.** Having a clear vision of where you are going is crucial in any human endeavor. This is especially true when it comes to organizations. Unless we know where we are going, it is difficult to select the best route, assign the necessary resources, or create any semblance of organizational alignment.
- **Strategy.** Once you have a clear vision about where you are going, you can formulate a strategy for getting there. The best strategy is generally the one that gets you to your destination the fastest with the most efficient use of resources. However, some strategies work well in the short-term, but at the expense of the organization’s values or purpose. That’s why we can’t really select the right strategy until we know why we exist (purpose), what we believe (values), and where we are going (vision). (Michael Hyatt



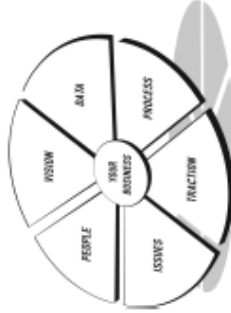
THE VISION/TRACTION ORGANIZER™

ORGANIZATION NAME: Eternal Rock Lutheran Church

VISION

		3-YEAR PICTURE™
CORE VALUES	1. We stand on God's Grace 2. We cultivate community 3. We step up	Future Date: July 2019 Offerings: \$170,000 Building Fund: \$100,000 (after purchase) Measurables: Members-200 Confirmations 15+ Bible Class 80% of adults are active Serving 80% participation within a quarter Kids 80% Feedback metrics?
CORE FOCUS™	Passion: Help people find their value in Christ Our Niche: A contemporary approach to the traditions from 2000 years ago	What does it look like? <input type="checkbox"/> Own property with a building <input type="checkbox"/> Property rented out while we make plans <input type="checkbox"/> \$100,000 in the bank <input type="checkbox"/> Summer camp/VBS <input type="checkbox"/> Vibrant Children's Ministry <input type="checkbox"/> V'car <input type="checkbox"/> Average over 150/wk in worship <input type="checkbox"/> All coordinators meet monthly <input type="checkbox"/> Huddle meeting after each worship service <input type="checkbox"/> Admin help to coordinate volunteers <input type="checkbox"/> Done with EOS model <input type="checkbox"/> Your Time of Grace once a quarter
10-YEAR TARGET™	In our church, start a church, 500 people, 100 in kids program, referral from every member, every member from a referral	
MARKETING STRATEGY	Target Market/"The List": People who are successful, but that is not enough (they still have an emptiness) Three Uniques: <ol style="list-style-type: none"> 1. Tradition meets contemporary 2. Full in God's Grace 3. Worship that applies to today's issues with biblical depth 4. Strong community Groups within the congregation Proven Process: 3-7...1. Referral. 2. Meet a member 3. Meet the Pastor 4. Radical follow up, 5. A special place, 6. Step Up Guarantee: Genuine	

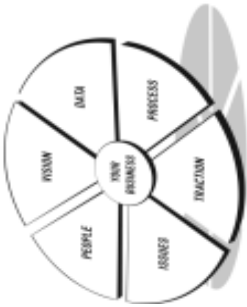
THE VISION/TRACTION ORGANIZER™



ORGANIZATION NAME: Eternal Rock Lutheran Church

TRACTION

1-YEAR PLAN	ROCKS	ISSUES LIST																																					
Future Date: July 1, 2017 Revenue: \$145,000/year Measurables: Offerings, attendance, % volunteers, Outreach calls, Coordinators Meetings, Confirmations	Future Date: January 1 Revenue: \$12,000/mo Measurables: Rocks for the Quarter: <table border="1"> <thead> <tr> <th></th> <th>Who</th> </tr> </thead> <tbody> <tr><td>1. Fill Coordinator positions-worship</td><td>ME</td></tr> <tr><td>2. Bible Class for January/men's womens</td><td>ME</td></tr> <tr><td>3. New Constitution</td><td>Me/John/LC</td></tr> <tr><td>4. Get Music on point</td><td>Cale/Barb/Lorraine</td></tr> <tr><td>5. Get Set up dialed in (make system)</td><td>Me/Coordinator</td></tr> <tr><td>6. VTO with Leadership in Breckenridge</td><td>ME/John</td></tr> <tr><td>7. Bible Basics with 8 people in February</td><td>ME/families</td></tr> <tr><td>8. Text Follow up</td><td>ME/Melani</td></tr> <tr><td>9. Worship planned for year</td><td>ME/Cale</td></tr> <tr><td>10. Greeters each week</td><td>ME/Jason/Melani</td></tr> <tr><td>11. Budget in Quickbooks online/sync with Expensify</td><td>ME, Brooks</td></tr> </tbody> </table>		Who	1. Fill Coordinator positions-worship	ME	2. Bible Class for January/men's womens	ME	3. New Constitution	Me/John/LC	4. Get Music on point	Cale/Barb/Lorraine	5. Get Set up dialed in (make system)	Me/Coordinator	6. VTO with Leadership in Breckenridge	ME/John	7. Bible Basics with 8 people in February	ME/families	8. Text Follow up	ME/Melani	9. Worship planned for year	ME/Cale	10. Greeters each week	ME/Jason/Melani	11. Budget in Quickbooks online/sync with Expensify	ME, Brooks	<table border="1"> <tbody> <tr><td>1. No permanent home</td></tr> <tr><td>2. Core is gone</td></tr> <tr><td>3. Grow Groups go up and down</td></tr> <tr><td>4. Lack of youth opportunities for confirmed students</td></tr> <tr><td>5. Coordinator spots are not filled</td></tr> <tr><td>6. Systems are limping</td></tr> <tr><td>7. Follow-up is broken</td></tr> <tr><td>8. Not many first time guests</td></tr> <tr><td>9. Transient Community</td></tr> <tr><td>10. Not at 100% participation</td></tr> <tr><td>11. Declining Subsidy</td></tr> <tr><td>12. Measurable impact in the community</td></tr> <tr><td>13. Volunteer Fatigue</td></tr> </tbody> </table> <p>With your cursor in the last row, press Tab to add another row.</p>	1. No permanent home	2. Core is gone	3. Grow Groups go up and down	4. Lack of youth opportunities for confirmed students	5. Coordinator spots are not filled	6. Systems are limping	7. Follow-up is broken	8. Not many first time guests	9. Transient Community	10. Not at 100% participation	11. Declining Subsidy	12. Measurable impact in the community	13. Volunteer Fatigue
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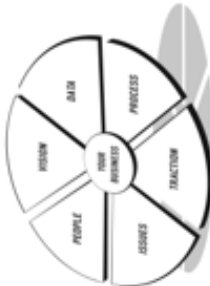
THE VISION/TRACTION ORGANIZER™

ORGANIZATION NAME:

VISION

<p>CORE VALUES</p> <ol style="list-style-type: none"> 1. 2. 3. 4. 5. 	<p>Purpose/Cause/Passion:</p> <p>Our Niche:</p>	<p>3-YEAR PICTURE™</p>
<p>CORE FOCUS™</p>	<p>10-YEAR TARGET™</p>	<p>Future Date: Revenue: \$ Profit: \$ Measurables: What does it look like?</p>
<p>MARKETING STRATEGY</p> <p>Target Market/"The List":</p> <p>Three Uniques:</p> <ol style="list-style-type: none"> 1. 2. 3. <p>Proven Process:</p> <p>Guarantee:</p>		

THE EOS MODEL™



THE VISION/TRACTION ORGANIZER™

ORGANIZATION NAME:

TRACTION

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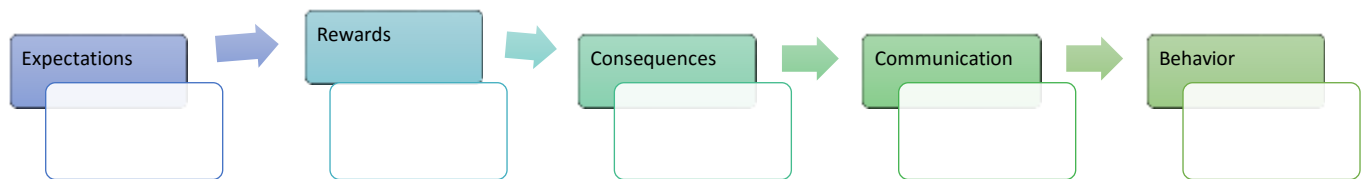


Step 2: Support the Vision with Systems

We care about systems because we care about people.

Every church has systems.

Systems shape behavior (at least at home)



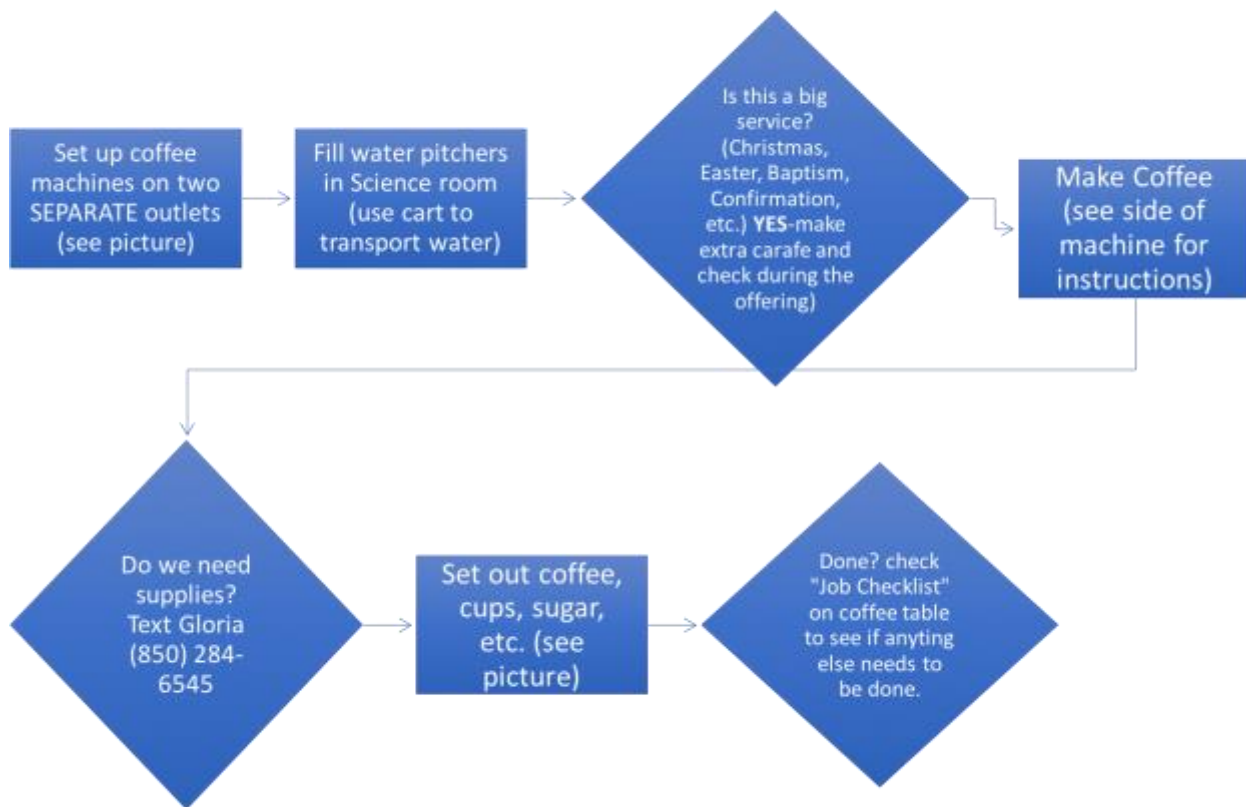
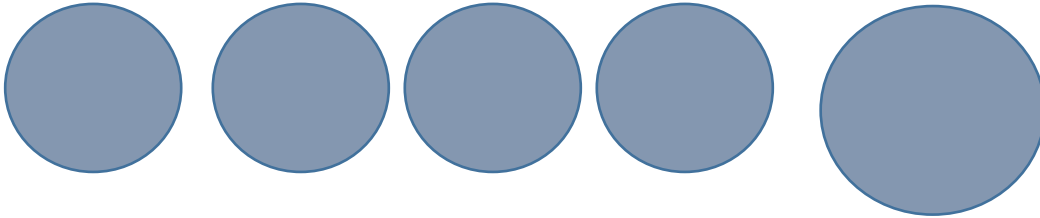
Vision (who, what, when where)



Every System has a life-cycle

The systems that got you to this point, will not get you to the next point.

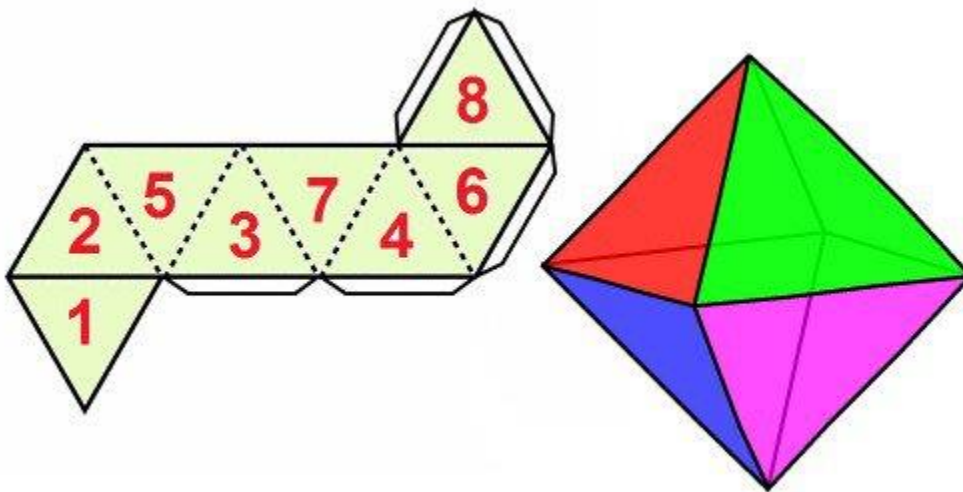
Vision (who, what, when where)



Utilizing Your Gifts

Step 3: Engage Your Volunteers

A family can only have a meaningful relationship with eight other families



A pastor can only invest in five people



VS.



Big gear vs. small gear.

Recruit for immediate needs

Chances to “Step Up”

Administration

- Volunteer Coordinator-work with pastor to help organize and encourage volunteers
- Admin Help-work from home 1-3 hours a week on administrative tasks
- Collate Service Folders-stuff and get service folders ready (could be done anytime Friday am-Saturday afternoon)
- Build Systems-work with pastor and coordinators to establish and implement systems for efficiency and consistency (one of our goals this year!)
- Host Teens from Michigan-provide a comfortable place for 2-4 teens to stay July 1-2

Worship

- Worship Multimedia-create or run slides for and during worship
- Worship Multimedia-work to establish multimedia on upgraded platform on cloud
- Play Keyboard-play keyboard during worship
- Follow up on Worship Guests-help guests feel welcome and informed about ER
- Welcome Team Usher-welcome guests, handout bulletins, etc.
- Welcome Team Greeter-Welcome members & guests by main doors before and after worship.
- Welcome Team Coordinator-work with pastor to schedule, recruit, train and set reminders for welcome team volunteers
- Altar Care-establish best practices for altar arrangements, flowers, banners, etc.
- Set-up Team-volunteer to help set up and take down each Sunday (every 4th month)
- Set-up Coordinator-work with pastor to establish best practices, encourage volunteers and maintain mobile church
- Worship Directional Signs-set up worship directional signs between Friday night and Saturday morning and take them down after church (1-3 signs...by Meadows/Prairie View intersection, by the Middle School, etc.)
- Pick up Donuts/Bagels-pick up already paid for bagels or donuts before coming to church

Grow

- Rock Kids Teacher-teach ages 4-5th grade one to two months each year with a partner
- Coordinate Men's Bible Study-work with pastor to promote and establish Men's Bible Study in August
- Host Women's Bible Study-open your home for a study in August
- Coordinate Women's Bible Study- work with pastor to promote and establish Women's Bible Study in August

Serve

- Serve Coordinator-work with pastor to brainstorm, promote and implement service opportunities (for example mission trips, community service, etc.)
- Service Project Lead-help coordinate, plan and recruit for a single service event (for example, 1000 blessings bags in December)

Reach

- Reach Coordinator-work with pastor to brainstorm, and coordinate our outreach efforts (for example, mailings to new residents)
- Hang door flyers-July 2, work with our teens and a group of kids from Michigan to hang invitations in the neighborhood

Other Need you see that you want to help out with? _____

Name: _____

Email: _____

Phone: _____



Step 4: Thank Your Volunteers

- Thank volunteers with gifts, recognition and insider information/decision making
- Buy Starbucks on occasion of the whole set up crew
- Be proactive in thanking staff of where you rent—we buy things for staff at the Middle School 3x a year.
- Regularly buy coffee cards for the custodian that cleans up after you are done at school or wherever. We also buy restaurant gift cards about once a quarter.
- Take staff out for appreciation dinner twice a year with their families.
- Take all Sunday school teachers and their families out for pizza once a year.
- Give each Sunday school teacher a \$5 coffee card after their month of teaching
- Have meetings with coordinators over lunch and pay for lunch...makes a good start and end time to the meeting and shows appreciation. Everyone likes to go out to eat.