

## INVITATIONS

Assume Positive Intent  
Be Curious Not Critical  
Be Fully Present  
Be Generous  
Ask for What You Need

## GET CURIOUS.... THE POWER OF QUESTIONS

Table groups were asked to consider their various volunteer issues and opportunities and generate a list of up to 20 questions as a group. Then, asked to elevate those questions and prioritize them. The results are over 40 questions you can use as a starting place for helping you create new possibilities for your own volunteer program. Highlight the ones that resonate with you the most and spend time with other key stakeholders in your parish to go deeper.

## QUESTIONS

1. How do we ensure they understand what they are being asked to do?
2. How do we provide effective education and information for our volunteers?
3. How do we do a better job of identifying volunteers gifts and inviting them to share those gifts?
4. How do we, as directors, maintain our enthusiasm for recruiting?
5. How do we recruit volunteers?
6. How do we train, support and show volunteers appreciation?
7. What's in it for me (the volunteer)?
8. How do we satisfy that need?
9. Am I the kind of person that I would want to collaborate with?
10. Have I taken the time to build a real relationship with my volunteer or is it superficial?
11. Am I open to communicating with volunteers via the method(s) that work for them?
12. How do we recognize and motivate volunteers?
13. How do we attract young volunteers to replace aging volunteers?
14. Do I really need volunteers or am I just trying to get more people involved?
15. By your baptism, you are called! How have you answered that call?
16. Have you ever spent time sharing your faith with friend and family?
17. How do we help volunteers see they are part of the mission of the church?
18. How do we work around the business of their lives?
19. How do we leverage technology to reach out to volunteers?
20. How do you fire or redirect a volunteer?
21. How can/do we challenge/encourage the baptismal call?
22. What skills of a volunteer do we want?
23. Do you have a volunteer fair?
24. How to ask people to offer their gifted ministry?
25. How do we raise the bar of volunteerism to see it as a ministry worthy of training and commitment and deserving of respect?
26. What is our process for volunteers? Who are we looking for?

27. Who are we identifying?
28. Who are we training?
29. How do I change my expectations and approach to recruit new qualified volunteers?
30. What is the best way to be pastoral to a volunteer who isn't meeting expectations?
31. What happens when it is easier to do it yourself than to use volunteers?
32. How do we, as a parish staff, come to a unified vision on how to engage and empower volunteers for the Vineyard?
33. How do we support volunteers to be connected to the mission of the Reign of God?

### **Questions for our volunteers**

1. Why are you wanting to volunteer here?
2. How can we empower, support, communicate and celebrate you?
3. Tell me about yourself? What are your passions and gifts?
4. How can we guide you to a position that utilizes your strengths?
5. What do you need from us?
6. Have you ever thought about how you can have an eternal impact on another person's life?
7. How can I redirect you to a ministry that will make you happier with your experience?

### **NEXT STEPS:**

#### **WHAT QUESTIONS ARE YOUR VOLUNTEERS ASKING?**

Give your volunteers an opportunity to generate some questions for you.

You may be surprised at some of the great questions they come up with and how that helps you be of greater service to them and their ministry.

## GET STARTED...

Based on the questions you generated, elevated and prioritized, what are some ideas you have for improving and enhancing your volunteer program? Here are the 39 Ideas you shared. Use these as starting points for your own programs. Which of these ideas resonate with you the most? And, you can always take an idea and apply the magic question filter to it..... **What would it look like if it worked?**

## IDEAS

1. Survey parishioners periodically (flocknote, myParish App)
2. Ministry Fairs
3. Personal Invitations (also through media means)
4. Build relationships and community to reignite the love for Jesus
5. Technology – Get volunteer who is an expert in technology to help generate other technology ideas to get volunteers
6. Mission – Help volunteers differentiate between serving for self and serving for others (or the one asking)
7. Quarterly or semi-annual meeting with volunteers to provide and receive feedback and offer support.
8. One on one meetings – coffee or by phone – Have you ever thought of how you could have an impact on another's life?
9. Make volunteerism attractive
10. Give a job description and time commitment
11. Give positive outcome of how you make a difference in our parish
12. Generate names of prospective volunteers for invitation to learn and discern
13. Provide orientation and ongoing training
14. You can collaborate with other ministries to find a better fit for a volunteer
15. Put "preferred method of contact" question on stewardship form – honor this preference
16. Volunteer fair at a parish event, not necessarily a stewardship fair event
17. Job description in bulletin or other social media outlets asking for volunteers
18. Ask leaders to give us names of volunteers that they think would do jobs.
19. Put "other" on stewardship form to list their skill they can offer
20. Develop a gifts and talents survey for parish with suggestions on how to utilize those gifts of ministry.
21. Have systems in place to break down barriers to volunteer
22. Group leaders have successors appointed and spend a year observing
23. Use various methods to communicate
24. Bring a buddy along to your ministry
25. Personal invitations
26. Survey and personal contact
27. Why do we have volunteers? Create clarity about why we need volunteers.
28. Establish process for recruiting, inviting, etc...
29. Have regular seasons of ministry (eg slow times, summers off) to allow change of pace and recommitment

30. Meet them where they are (social media, etc..)
31. Dinner for volunteers
32. Do more fun things with volunteers beyond the ministry work
33. Maintain interaction with colleagues
34. Continuing education
35. Ask.... And ask during Mass. Personal Invitations
36. Create a sense of community
37. Shape idea of how we define a ministry and support
38. Sit down one on one with volunteers, vet out folks, are they on task? Observation of volunteers
39. Can we take the process back to our staff to help us deal with things? Including particular ministries or even working on the questions individually.

### **NEXT STEPS**

Keep the energy and ideas flowing. Take time to invite yourself and others to add to the growing list of opportunities and possibilities before you.

**What other ideas do you have?**

**What ideas do your volunteers have?**