

# YOUR MOST IMPORTANT JOB

## How to Recruit Volunteers

By Daniel Cline

If you are short in the volunteer department then you've probably already taken the usual steps to fix the problem. Perhaps you've put up some signs asking for help. You've asked current volunteers to serve more. You may have tried pulling your immediate family and close friends in to help. Unfortunately, these short-term solutions are never enough, so you continue to personally fill as many spots as possible—week after week, month after month. If any of this sounds familiar, then you're in the right place. This guide contains the information you need to build a strong volunteer team compiled from decades of study, coaching, and personal experiences both successful and unsuccessful. I'm not offering any magic wand waving or secret tricks that sound great but leave you still struggling with a lack of volunteers. If you need volunteers but aren't sure how to get them then grab a highlighter, and let's get started!

THERE ARE FEW  
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### LET'S GET REAL

If you haven't at least *struggled* with offense due to the lack of volunteers in your area, then you're probably not as hard up for volunteers as you think. Like many of you, I've experienced the desperation that comes from a prolonged shortage of volunteers. I've felt the sinking feeling of looking at my half-empty volunteer schedule when the phone rings and another volunteer quits.

I remember thinking to myself, "If I could put all the kids into one room and just do it all myself, I would."

I remember years ago, standing in my pastor's office, complaining about the lack of people willing to serve in our kid's ministry. "Can't they see we're drowning in kids?!" I asked. "They don't have any issue dropping them off, but would it kill them to help?" I was so tired of serving families that didn't seem to care about serving in return. I felt

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less like the teacher I signed up to be and more like a baby sitter. My pastor's answer was to pray with me. I was so frustrated with him. Was that his only answer? Was that the only help he could give?

As I walked out of his office I immediately felt guilty and hurt, realizing I no longer saw prayer as an answer. I was losing people almost

weekly and struggling to recruit anyone new. My pastor seemed apathetic and my fellow leaders would occasionally offer a simple solution or idea, but I told myself that if they really cared about my predicament, they would bring me some new volunteers or, at the very least, teach a class themselves. I would sit in staff meetings and listen to everyone talk about the adult service and what new and exciting thing was planned, or worse, listen to how many people had recently signed up to greet at the front door or run a camera in a service. I was miserable, and my walk with God was suffering. Not only did it seem like the entire church could care less about the gaping holes in my monthly schedule, but it seemed like God, despite my pleas, refused to send me help. There was no more joy in kid's ministry for me. I hadn't attended an adult service in almost a year because I was personally filling spots four services a week, and I couldn't recruit people during church services because I was filling the spots.

God led me to go back to my pastor and talk to him about the situation again. God also told me to listen this time, so I went with an open heart. Hitting rock bottom has a way of opening you up. When you're broken open, emotion spills out, and if you're fortunate to have people who care for you, maybe some love and wisdom pours in.

### **START WITH THE HEART**

Maybe you're not as bad off as I was. Perhaps you're worse. Either way, what my pastor shared with me that day was true. You have to start with the heart. If your heart is filled with bitterness and fear, you will get nowhere. Living with your heart in that state blinds you to the solutions right in front of you. Spend some time with God and pray as David prayed in Psalm 51:1-12

*<sup>1</sup>Have mercy on me, O God,  
according to your unfailing love;  
according to your great compassion  
blot out my transgressions.*

*<sup>2</sup>Wash away all my iniquity  
and cleanse me from my sin.*

*<sup>3</sup>For I know my transgressions,  
and my sin is always before me.*

*<sup>4</sup>Against you, you only, have I sinned  
and done what is evil in your sight;  
so you are right in your verdict  
and justified when you judge.*

*<sup>5</sup>Surely I was sinful at birth,*

*sinful from the time my mother conceived me.*  
<sup>6</sup> *Yet you desired faithfulness even in the womb;  
you taught me wisdom in that secret place.*  
<sup>7</sup> *Cleanse me with hyssop, and I will be clean;  
wash me, and I will be whiter than snow.*  
<sup>8</sup> *Let me hear joy and gladness;  
let the bones you have crushed rejoice.*  
<sup>9</sup> *Hide your face from my sins  
and blot out all my iniquity.*  
<sup>10</sup> *Create in me a pure heart, O God,  
and renew a steadfast spirit within me.*  
<sup>11</sup> *Do not cast me from your presence  
or take your Holy Spirit from me.*  
<sup>12</sup> *Restore to me the joy of your salvation  
and grant me a willing spirit, to sustain me.*

Pray this Psalm and spend some quality time with your heavenly Father. Bask in the fact that in your suffering, He is still in control. Meditate on the fact that your volunteer schedule, your church building, your city, everything you know could pass away, but you would still be held in the palm of His hand. Cry and wail before Him. Push until something inside you moves.

**Psalm 61:1-2** *Hear my cry, O God; attend unto my prayer.  
<sup>2</sup> From the end of the earth will I cry unto thee, when my heart  
is overwhelmed: lead me to the rock that is higher than I.*

**PUSH UNTIL  
SOMETHING  
INSIDE YOU  
MOVES**

Pray and worship Him until the hopelessness and fear have been washed away. Your volunteer schedule is not what defines you or your relationship with God. Focus on him until everything else melts away. Once you have let God clean out the fear, frustration, offense, and hopelessness, then you will be ready to move forward. If you have not allowed him to clean you out and bring hope and restoration, you will undoubtedly fail. You will never see long term success in ministry doing things in your own strength.

## **KNOW YOUR MISSION**

Why do you want to recruit more people? Is it just to fill your volunteer schedule? You need to stop thinking in terms of what you want FROM people and instead focus on what you want FOR them. Did that seem obvious to you? Does it sound like yet another sweet-sounding but ultimately useless platitude? Reread it: You need to stop thinking

about what you want FROM people and instead focus on what you want FOR them. When you focus your heart on what you want FOR people, it will drastically change your approach to recruiting. Have you ever noticed that you can hear someone smile on the phone? You can't see their smile, but you know it is there.

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Similarly, people can hear your heart when you ask them to serve no matter how well you think you're hiding it.

*Matthew 28:19 says, "Go ye therefore, and make disciples of all the nations, baptizing them into the name of the Father and of the Son and of the Holy Spirit."* The church's mission is not "Go and recruit volunteers to fill ministry roles so that you can operate your ministry programs." You are not called to recruit volunteers. You are called to make disciples! Recruiting volunteers and creating disciples are two very different processes with two very different results.

Ask yourself: "Am I using people for the sake of ministry programs, or am I using ministry programs for the sake of people?"

## VOLUNTEERS VS. DISCIPLES

Recruiting Volunteers	Making Disciples
Fills the role with a person	Gives people ministry opportunities
Teach someone how to complete the task	Teach someone how the task is part of the mission
Completing the assignment is the priority	Spiritual growth is the priority
Learns about the job	Learns about Jesus
The leader evaluates the performance	The leader evaluates the heart
Weakness is an obstacle for implementation	Weakness is an opportunity for growth
People are resources to use	People are assets to invest in

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Requires speed and efficiency

Requires patience and diligence

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Participates in the role

Invites others to participate in the role

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### DISCIPLES CREATE MORE DISCIPLES, VOLUNTEERS JUST VOLUNTEER.

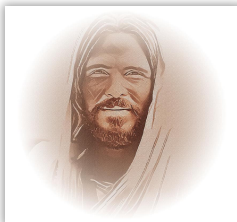
None of this changes the fact that you have a volunteer schedule to fill. You still need more people, but now you're looking for disciples, not just volunteers. God will not send you people so that you can mistreat them. Of course, you don't mean to mistreat them. You LOVE your volunteers, but intentionally or not, if you treat them like volunteers instead of disciples, you are mishandling them.

### HOW TO RECRUIT DISCIPLES

Remember in the bible where Jesus put up signs in the church foyer that read:

**“Attention church.  
Disciples needed.  
Applications available  
at the information  
center”.**

Or what about the time that Jesus posted on social media:



*“Attention, parents. If everyone served two times a year, we would have more disciples than we need, sign up today, because many hands lighten the load!”*

No? Me neither. I do remember Matthew 9:9 As Jesus passed on from there, he saw a man called Matthew sitting at the tax booth, and he said to him, “Follow me.” And he rose and followed him. & Matthew 4:19 And he said to them, “Follow me, and I will make you fishers of men.” When Jesus wanted a disciple, he asked them to follow him. He didn't put up signs. He didn't announce it on social media. He didn't announce it from the platform during announcements. He personally asked.

Don't get me wrong, signs, social media, and even the occasional announcement can help people *think* about serving. There are probably multiple people in your church who have been thinking about serving in your area for weeks, months, and in some cases years, but all that thinking isn't helping your situation, is it? Only one thing will cause them to take action—a personal invitation.

How did you get into the position you are in now? I bet it's because someone asked. Why did you start serving in this ministry to begin with? Yep, probably because someone asked, or maybe they just told you to do it. Sure, people have joined in response to an announcement or sign before, but that doesn't happen often enough to fill the need, and you know this because you've already tried.

A great hamburger is a wonderful thing! Perfectly seasoned meat, buttered buns that have been grilled, so they have a little crunch to them, crispy vegetables, and perfectly melted cheese! Yum! Now imagine that hamburger without the perfectly seasoned beef patty. Well, that wouldn't be a burger at all! That would be some kind of weird vegetable and cheese sandwich. Not good.



Personal invitation is the beef. That's what produces results. That doesn't mean the rest of the ingredients are a waste. They all serve their purpose, but they are useless without the meat. Fliers, announcements, social media pushes, and passionate encouragements to serve by the pastor are all great seasoning, but you will be very disappointed in the results without the personal invitation. To avoid making personal invitations, we often invest money, effort, and time in creative recruiting efforts. We beg the pastor to ask people from the stage, we put up posters, film videos, - anything we can think of to recruit, and we hope that by some miracle, these things will cause people to join. Every once in a while, a person might join because of one of these methods, but I guarantee you, you will never have enough people without that personal invitation. That



is the only proven and biblical way to recruit disciples. All those other things are an excellent seasoning on your personal invite, but they are just a lot of hot air and wasted energy without the invite.

Let me share a secret with you: *I wish this weren't true.*

I am a devoted introvert and recruiting requires me to talk to people, often people I don't know, and I don't like it. So how do you recruit when you don't want to, or are just not that great at it?

## RECRUITING TECHNIQUES

If you are a flaming extrovert, then go be you! Talk to strangers at church! Take people out for coffee, share your department's vision in a compelling way, and invite them to serve alongside you! The more people you talk to, the more people will join you!

It may not be as easy as that for you. Maybe you're an introvert like me, and you're not comfortable talking to strangers, or perhaps you're an extrovert, but you're not very good at sharing the vision in a compelling way. Maybe you're an introvert that doesn't want to talk to people, AND you're not very good at sharing vision in a compelling way. It's also likely that you are tied down, personally filling empty holes in your volunteer schedule where you are so short on people, so you can't get free long enough to ask *anyone* to serve. No matter what the obstacles are, remember these three things:

1. It's not going to be easy.
2. It isn't going to happen overnight.
3. You can do it if you believe you can.

When I was asked to do something difficult as a child, I would often come up with a reason I couldn't do it. I would say, "I can't reach it." or "I can't pick it up, its too heavy." or "I can't do it all, it's too big!" My dad would always reply with a pithy, "*Can't never could.*" I despised that quote. It was so annoying and flippant. It was also a good sign that he wasn't going to help me because that would "stunt my development." The main reason it was so annoying is that it was true - and I knew it. I say that phrase to myself to this day. I also say it to my daughter all the time. She hates it as much as I did, but I can only hope it will have as profound an effect on her life as it has mine. The hard truth

is there are always 100 completely valid reasons why you can't do this, but "*Can't never could.*". No one ever achieves anything with a "Can't do attitude." You have to accept in your heart that YOU have been called to this position by God. He has placed you here at this time to do this job. Sure, he could wave his hand and create an army of volunteers, but he won't, just like my dad wouldn't mow the neighbor's yard when they hired nine year old me to do it. He won't solve the problem for you because it would "stunt your development." In Matthew 28:19 He called us to make disciples. He didn't say, "I'm going to make disciples and send them to you so everything will be super easy." He is not a slot machine that we can pull the lever on and expect a fresh volunteer to fall into our lap. As a good father, he is far more interested in your spiritual development than he is your volunteer schedule. He knows that struggle and pain are the only paths to growth. Think back to a time in your life where you really grew and developed as a person. What pain and struggles were required for you to get there?

God isn't leaving you alone in this. He is a good father, and he is with you every step of the way. He will encourage you, inspire you, give you favor with those you speak to, and sometimes, at the very last minute, he will do a miracle and cause a highly qualified volunteer to walk right up and ask how they can help. Still, none of these things will happen if your heart is wrong or the words "I can't" live on your lips.

## **PRAYER**

Prayer changes things. Always start with prayer. As the body of Christ, there is always physical work required, but without direct communication with the head, the body can do nothing. In His infinite wisdom, God always prefers to do things in partnership with humans because that is the best way. Read Isaiah 55:9 if you need a reminder that God knows best even when we don't understand. Take Noah as an example. God says he will flood the earth but doesn't want to kill off the entire human race (even though doing so at that point would have made sense to most of us). Instead of waving His hand and creating an ark from thin air, he tells Noah to build it. I would imagine that during the 50-70 years of hard labor, it took Noah and his family to build the ark, Noah probably wondered why God couldn't have just spoken an ark into existence. I don't know all the reasons why God did it that way, though I could make a few guesses. What I do know is this:





1. God's way was the very best way.
2. God doesn't change.

He isn't going to cause your full volunteer schedule to magically fill, but He is VERY interested in partnering with you in the very best ways to achieve that goal together. Don't cut Him out of the process just because he doesn't do things your way and exactly when you want him to.

### ***GET HELP!***

God created us to work together! It is essential that you assemble a recruiting team. Find people who are great with people. Find people who are natural vision casters or people who naturally attract people. Sit with them and have a frank discussion around your need. Don't just tell them that you need more volunteers. Tell them how important your ministry is to the church, families, the world and the future. Tell them about the effectiveness of personal invitations. Help them understand the ministry impact that they can have by simply inviting people to serve.

Once you have several people on board get them together in a group and brainstorm on ways to recruit people to your ministry. As a team create a list of people in your church that would be great serving in your area. Split the list up and go invite them. Meet regularly to share wins and techniques. Be careful not to allow too much time between these meetings, or else your team may forget their mission and stop recruiting.

Make sure they understand their part of the onboarding process. If your church doesn't have an online application, they should have easy access to paper applications. Applicants should turn their applications into the recruiting team member. Once they have a completed application in their hand, they need to get them to you asap! Have them take pictures with their phone and email the application to you if they have to! It is vital that no time is wasted when onboarding!

### ***GET GOOD AT CASTING VISION***

It is unlikely you will recruit disciples by just walking up and saying, "We need more people, will you help?" You will have far more success if you cast vision first. Tell them why serving in your area matters, share stories about the impact people serving in your area have had. Disciples want to minister. Help them understand the fantastic opportunity for a ministry that you are offering to them. Nobody wants to be the person that is just filling a slot. Don't invite people to the what, invite them to the why!

Few people are naturally gifted at casting vision. You get good at casting vision by learning and practice. There are a million books out there on vision casting, tons of podcasts that teach vision casting (Andy Stanley and Craig Groeschel have great podcasts for this), or simply go to YouTube and look up how to cast vision for a plethora of trainings on the subject. This training will pay off big, not just in recruiting, but in developing disciples and teams. Practice often. Video yourself casting vision and critique yourself. Try it out on a close friend. Remember, you can use the same vision casting and stories over and over when recruiting. Find what works and get good at sharing it. If you need help, find someone who seems good at casting vision and ask them to help you write a script.

### ***NEW RECRUITS ARE THE BEST RECRUITERS!***

New recruits are often great recruiters. They wouldn't have joined if they thought it was a bad idea. They have a circle of friends that might be interested in serving if they can do so with their friends. At the very least, they may have a list of leads for you! Ask recruits if they know anyone that might consider serving with them. Ask them if they can make a list of 5 people you could invite if they are shy.

### ***DON'T SETTLE FOR NO***

Follow up with people after 3-6 months and ask if they are interested now, or if anything has changed. For many, the answer will still be no, but you will be surprised at the number of people who say yes the second time.

### ***KEEP A RECORD***

If you are going to follow up with people over time and track leads, you will have to keep a record of people you have contacted. It doesn't matter if you do this in a fancy spreadsheet or a notebook. What matters is that you keep a running log of every lead you receive and every person you want to recruit. Track when you spoke with them and set a reminder for when you will need to follow up with them again. If/when they join your team, record what you did to recruit them, and what worked.

### ***SET THE STAGE WITH EXCELLENCE***

Excellence isn't perfection. Excellence is doing the very best you can with what you have to work with. Make sure your area is a great place to serve. Sure, it would look better if you had more volunteers, but do the best you can with what you have. No one wants to serve in an area that looks worn out and deserted, and no one wants to serve in an area that looks like no one else wants to serve there. You may not have the time or budget to completely renovate your area, but what CAN you do? Are the chairs straight? Are your spaces clean? Are the toys clean? Do your volunteers have the info they need to

teach? Are the windows clean? Are the trash cans empty? Does it smell good? Is everyone smiling? Are your pagers clean? Are diaper changing supplies or refreshments in a convenient spot? You can do a lot to improve the impression your spaces give. Do a walkthrough, and imagine you have never seen the building before. What do you see? What is within your power to change for the better?

### **OBSERVATION**

A significant obstacle for many potential volunteers is the unknown. They want to help, but they're afraid that it won't be easy to get out if they start and don't like it. Remove this obstacle by inviting people to sit in your area for service and just observe, no strings attached. Let them see ministry happening. Let them see the fun in your area and introduce them to fun people in your area. Once they've seen what it is all about, ask them if it looks like something they would like to be a part of. I've personally had a lot of success with this technique.

### **FOLLOW EVERY LEAD!**

If you've ever worked in sales, you know that cold calling is the worst! A good sales lead is *always* better than a cold call. Anytime you receive a lead on a potential recruit, follow it like it is gold. Don't just settle for a handshake and an invite. Pray about them, asking for favor with them. Share the vision with them. Take them out to lunch or coffee. Send them a note in the mail. Invite them to observe during a service. Remove every obstacle possible to them joining your area.

Ask everyone you know for leads. Say, "do you know anyone who might be good in my area" or "do you know anyone with experience in my area." If you share the vision with someone and invite them to join you in ministry and they say no, always ask for a lead. They may not be interested, but they might know someone who is, and you will never know if you don't ask.

### **WHY DO PEOPLE LEAVE?**

A great way to recruit is to look in your records at the people who have stepped out of your area over the years. Follow up with them and ask if they would be interested in serving again. Often, the situation that caused them to step out the first time has passed, and all they need is a new invitation. If they are not interested, ask them if you can have a few minutes of their time to discuss what they liked and didn't like about serving in their area. Let them know you are looking to recruit new people, and you want your area to be the best place to serve it can be. You will find that these people will often give you valuable information you were not aware of, things that may be preventing others from joining your area. Who knows, in the course of your conversation, they may discover

that the thing that was preventing them from serving before may no longer exist and they can join again after all.

Anytime someone steps out, it is always a good idea to set up an exit interview and learn as much as you can from them. If they are leaving on good terms, this is also a great time to ask for any leads they might have to someone who could replace them.

### ***A BIRD IN THE HAND IS WORTH TWO IN THE BUSH***

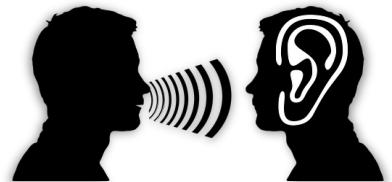
A stream of recruits coming in the front end is useless if you have a stream of volunteers leaking out the back. It's like trying to fill a bathtub without a stopper. The best way to get and maintain a full schedule is to stop the leaks. Since this guide is primarily focused on gaining new people, I won't spend a ton of time here, but it is important to note the following at least:



- Be a leader. Your pastor can give you the authority over a department, but it is useless unless you TAKE that authority. Satan is a liar. One of his favorite lies is telling saints called by God and set into authority by their leadership that they are not actually called, not even qualified, not in the right seat. Those are lies. Do you know everything? Do you always know the right thing to do? Are you perfect? Do you have enough time in your life to do this? Of course not, but lucky you! Read the bible, and you will be shocked at the number of badly flawed, inexperienced people God chooses to do His work. HE has placed you here and unless you know better than God, stop believing the lies that you can't lead. Growth comes only through struggle and pain. True learning only comes from mistakes. Get up, trust God, and LEAD!
- Make sure your volunteers know you appreciate them and need them. Practice "Effective Ongoing Regard": Don't just say "Thank you" or "I appreciate you." Instead, say what precisely they did that pleased you and how it made you feel. Do that every time. It is far more effective than a cheap thank you gift.
- Make sure your team knows you care about them. I mean, REALLY care about them! We always have positions to fill in the schedule, but make sure that asking people to fill in isn't the only interaction you have with them.
- Make sure your volunteers feel like they are on a team. Matching t-shirts, life groups, and pre-service huddles can go a long way towards creating a sense of team. Make

sure other voices on the team are heard, not just yours. Give guidance and let other team members lead huddles, etc.

- Don't schedule people where you need them, schedule them where they need to be. That is key to keeping volunteers.
- Make sure your volunteers feel equipped and trained. Don't assume that if they don't know something, they will ask. Lose the mindset that training meetings are an annoyance to them. Schedule regular training, make them interesting, informative, and fun. Most likely, not everyone will come—Minister to the ones that do. Not every kid comes to class on Sunday, but that doesn't stop us from teaching the ones that do. Another vital thing to remember about training: people don't care what you know until they know you care.
- Invite your teachers to a prayer meeting before significant events like VBS or Easter. Invite them to join you in laying the table for what God wants to do in your ministry. Not only will inviting God make ministry better (duh), but this creates ownership in your ~~volunteers~~ disciples.
- Seek feedback from your team. Dig for the real feedback, don't just settle for the first answer. Listen closely. Remember, if you're talking, you're not learning. When someone is offering feedback, ask questions.
- Always keep your promises. If you aren't 100% sure you can deliver, don't promise. If you fail, be quick to admit it and ask forgiveness. People want to follow leaders that are always real, not leaders that are always right.
- People serve in an area because of relationships. The more connections they have, the longer they will stay. The less relationship they have, the sooner they will leave.
- People serve to minister. If you put someone in a position where they aren't getting the chance to minister, you can guarantee they will quit. If a volunteer is always the helper doing menial tasks, they will eventually leave. Make sure everyone has a chance to minister. If the ministry available to them isn't apparent, help them see it. Example: Watching infants could seem like nothing but babysitting until you help the teacher see that they can spend time holding, blessing, and speaking God's word over the babies.



- Empower your team. Give authority away. If you can walk away and everything continues working, then you're doing a good job. If everything falls apart when you're not there, it is a sure sign you are not empowering your team.

## **THE MOST IMPORTANT JOB**

As a ministry leader, especially in kids or youth ministry, recruiting is the most important thing you do. It should be your priority every week. You can't do it all by yourself, and that's fine, because God hasn't called you to be a one-person show. You need a team to have a successful ministry. Filling your serving schedule may be your biggest motivation but remember WHY you are filling it. Our kids and youth are growing up in a harsh world. They are facing challenges that we never did. They need the church to love them and minister to them.

Don't be overwhelmed by the number of people you need. Focus on bringing them in one person at a time. If you are recruiting disciples and helping them develop ownership, your new disciples will soon be making disciples. When done God's way, disciple-making will snowball into something huge!

We all get tired and weak sometimes. Make sure you have a support system. You need people you can be open and honest with, people who will encourage and pray with you. Avoid complaining. Complaining has never resulted in something good. It's ok to share your struggles, just be careful that it doesn't morph into murmuring, complaining, and negative declarations. Instead, speak life and truth over yourself and your situation.

Share your situation with your leader or pastor. Don't complain at them, expect them to have all the answers, or pressure them personally to solve your problems. Instead, share the source of your struggles. Make sure they are aware that you are struggling. Let them know how the situation makes you feel. Covet their prayers and wisdom.

## **IT'S NOT EASY, BUT IT'S WORTH IT**

Recruiting isn't easy, but it is worth it. Once you have rearranged your thinking and aligned your heart with the Lord's, it gets easier. Understanding why you are inviting people and what you are inviting them to do is a big part of the battle. If those things aren't correct, it's nearly impossible to gain new volunteers. God has placed you in this position and he has given you access to everything and everyone you need to be successful. Remember, in all you do, do it in love. Read 1 Corinthians 13 through the lens of recruiting. Meditate on it for a bit. What does it teach you about recruiting?

What mistakes does it point out? Never forget – there is God’s way and there is failure. Choose God’s way!

### **I Corinthians 13 (Amplified Version)**

*If I speak with the tongues of men and of angels, but have not love [for others growing out of God’s love for me], then I have become only a noisy gong or a clanging cymbal [just an annoying distraction].*

<sup>2</sup>*And if I have the gift of prophecy [and speak a new message from God to the people], and understand all mysteries, and [possess] all knowledge; and if I have all [sufficient] faith so that I can remove mountains, but do not have love [reaching out to others], I am nothing.*

<sup>3</sup>*If I give all my possessions to feed the poor, and if I surrender my body to be burned, but do not have love, it does me no good at all.*

<sup>4</sup>*Love endures with patience and serenity,  
love is kind and thoughtful,  
and is not jealous or envious;  
love does not brag  
and is not proud or arrogant.*

<sup>5</sup>*It is not rude; it is not self-seeking,  
it is not provoked [nor overly sensitive and easily angered];  
it does not take into account a wrong endured.*

<sup>6</sup>*It does not rejoice at injustice,  
but rejoices with the truth [when right and truth prevail].*

<sup>7</sup>*Love bears all things [regardless of what comes],  
believes all things [looking for the best in each one],  
hopes all things [remaining steadfast during difficult times],  
endures all things [without weakening].*

<sup>8</sup>*Love never fails [it never fades nor ends].*

*But as for prophecies, they will pass away; as for tongues, they will cease; as for the gift of special knowledge, it will pass away. <sup>9</sup>For we know in part, and we prophesy in part [for our knowledge is fragmentary and incomplete]. <sup>10</sup>But when that which is complete and perfect comes, that which is incomplete and partial will pass away.*

*<sup>11</sup> When I was a child, I talked like a child, I thought like a child, I reasoned like a child; when I became a man, I did away with childish things. <sup>12</sup> For now [in this time of imperfection] we see in a mirror dimly [a blurred reflection, a riddle, an enigma], but then [when the time of perfection comes we will see reality] face to face. Now I know in part [just in fragments], but then I will know fully, just as I have been fully known [by God].*

*<sup>13</sup> And now there remain:  
faith [abiding trust in God and His promises],  
hope [confident expectation of eternal salvation],  
love [unselfish love for others growing out of God's love for me],*

*these three [the choicest graces];*

*but the greatest of these is love.*

#### TO LEARN MORE...

I've read a LOT of books, and listened to hours upon hours of audio books and podcasts about recruiting and keeping volunteers. If I could recommend only one book for you to read it would be "The Formula for Building Great Volunteer Teams". In this book the author, Dale Hudson, does an amazing job, offering tons of wisdom and down to earth advice on building long lasting volunteer teams.



If I could recommend only one podcast for you to listen to, it would be the "Craig Groeschel Leadership Podcast". Pastor Craig is a lifelong student of leadership development. Every month he puts out a 20-minute podcast where he takes what he has learned from books, other leaders, and personal experience and distills the information down to its essence. Every episode is pure gold! His podcast has helped me to develop much faster than I otherwise would have. I encourage you to start from his very first podcast and work through them at your own pace. None of them are worth missing. Invest in yourself and spend 20 minutes growing your leadership abilities!

