

# Structure for Volunteer Engagement

## Episode 356

### *Serving as Spiritual Formation (Part 2)*

Before the pandemic, we typically saw 45% to 50% of all adults and students serving on a volunteer team at least monthly. Our most recent data shows churches reporting only 35% are serving today.

In the first episode of this series on “Serving as Spiritual Formation,” we talked about some of the most common mistakes churches make with their volunteer engagement strategy that are contributing to the shortage of volunteers. But in this second episode, we’re going to look at the structural mistakes churches make that lead to low volunteer engagement.

Tony and Amy talk about the structure of churches that engage the most volunteers in serving roles and, specifically, how this needs to be considered a spiritual formation issue.

### *Key Quotes*

1. TONY: “Serving within the body of Christ is critical to spiritual formation.”
2. AMY: “Traction on discipleship happens when we have one person who’s accountable for it.”
3. TONY: “On your staff team, you need one person who is feeling the responsibility and has some authority around making sure you have an effective volunteer strategy.”
4. TONY: “The more people that you engage in ministry, the more you should be rewarded.”

### *Self-Assessment: How Are We Doing?*

1. Considering our structure for volunteer engagement, how would we rate ourselves on a red, yellow and green scale in the following areas:
  - a. Clear Leadership (Have we designated **one** person to lead our volunteer strategy?)
  - b. Hiring Leaders vs. Doers (Are we intentionally hiring people with the gift of leadership?)
  - c. Spreading Responsibility Too Far (Does every ministry leader feel responsible for our volunteer strategy, or is there a specific person we depend on to lead us?)
  - d. Volunteers Built Into Structure (Have we created a structure that relies on volunteers?)
  - e. Celebrate Giving Ministry Away (Do we reward those who raise up volunteers?)
2. To help map out our volunteer structure, pretend we each have a 12-week sabbatical coming up. What type of roles need to be designed to keep the ministry running in our absence? No staff positions allowed.

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