

Developing Volunteer Leaders - Episode 452

You probably have people serving with more leadership capacity than you know, *and* you may have volunteers who have taken on more leadership than they actually have capacity for.

Often, churches hand leadership responsibility to volunteers who don't have the capacity for it. Or they fail to develop the people who *do* have leadership capacity because they're spreading attention evenly across everyone instead of investing deeply in a few.

The problem isn't a lack of leaders. *It's a lack of a system to develop them.*

In this episode, Sean and Jonathan break down what it actually looks like to *intentionally develop* volunteer leaders through a pipeline.

Key Quotes

- “The problem isn't a lack of leaders; it's a lack of a system to develop them.”
- “When we pretend everyone is a leader, we hand leadership responsibility to people who don't have the capacity for it.”
- “If someone can't function as a coach, like leading other leaders in a volunteer context, they are not ready to step into a staff role.”
- “You can develop someone into their God-given capacity, but you cannot develop them beyond that.”
- “A framework is great, but it's only as good as our willingness to resist the temptation to promote out of need rather than out of discernment.”
- “Something amazing happens when you sit across from someone and say, ‘I see something in you. I want to invest in you.’”
- “Naming someone's leadership capacity is a part of helping them see themselves the way God sees them and the way God has equipped them.”

Self-Assessment: How Are We Doing?

1. Do we have a common vocabulary for leadership and volunteer leadership in our church? If so, on a scale of one to five, how well have we communicated this vocabulary to our volunteers?
2. Thinking about each ministry within our church, who do we have at each volunteer level right now:
 - a. How many individual volunteers do we have?
 - b. How many volunteer team leaders do we have?
 - c. How many coaches?
3. Of those people, who is ready for the next level of leadership?

Listen to the episode on iTunes or at theunstuckgroup.com/episode452.

Special Thanks to Our Sponsor for This Episode



Every church needs trusted legal counsel, but finding attorneys who truly understand ministry can be challenging.

The Church Lawyers specialize in church and nonprofit law, serving thousands of organizations nationwide. From by-laws and governance, to IRS compliance and employment matters, The Church Lawyers provide the expertise you need with sound legal advice, giving you peace of mind.

Discover practical free resources and affordable membership options at TheChurchLawyers.com.