



2019 LWML NJ District Assembly of Leaders Training
June 1, 2019
Grace Lutheran Church, Livingston, NJ

Engage and Retain Volunteers





Identify your volunteers

What's in it for me?



Why does a volunteer participate?

- **Compassion Oriented**
 - “I do it to help someone else.”
- **Socialization Oriented**
 - “I like to make friends and have fun while accomplishing meaningful tasks.”
- **Achievement Oriented**
 - “I like to achieve a goal.”
- **Development Oriented**
 - “I want to develop new skills and gain experience.”
- **Spiritually Oriented**
 - “I want to grow in my faith.”

Volunteer Survey

from Volunteers in Christ's Ministry

1. What are your gifts and talents?
2. What do you like to do? What is your passion?
3. List past volunteer involvement and projects?
4. Are there things you'd like to contribute that you've never been asked to do?
5. Would you like to have more, less, or different involvement than you've had in the past?
6. What is your vision for serving the Lord through this group?
7. What is your major concern for this group? How might it be addressed?

Mentoring

LWML Mentoring Resource Kit

www.lwml.org/posts/leadership/mentoring-resource-kit

- Mentoring PowerPoint
 - Defines mentoring and styles of mentoring.
- Bible Study of Naomi and Ruth
 - Leader's and participant's study guides and PowerPoint slides
- Mentoring Match Up Game
 - Fun matching game of Biblical mentors/mentees
- Mentoring Brunch Sample Program



*Each one should use whatever gift he
has received to serve others,
faithfully administering God's grace
in its various forms.*

1 Peter 4:10 NIV



Inspire and Motivate Volunteers



Illustrate the Impact



Allure Them with Advertising

Multiple Venues

Think Ahead

Way Ahead

Impart the Essential Information

- Who, What, Where, When
- Specifically what will they be doing
- Skills needed
- Training available
- Time schedule and duration
- Benefits
- How to get involved
- Contact information for questions

Advertising Resources

LWML NJ District Website:
lwmlnj.org

LWML NJ District Facebook:
facebook.com/NJLWML

- NJ Mission Light, LWML NJ District newsletter, contact: Arlene Price, District Newsletter Editor at arlene.lwml@optimum.net
- Website contacts: District Webmasters, Ola Odedele at olajumoke.odedele@gmail.com and Arlene Price at arlene.lwml@optimum.net
- Facebook contact: Ola Odedele, District PR Director at olajumoke.odedele@gmail.com
- The Grapevine, LCMS NJ District newsletter, contact: Caren Vogt at vogtc@njdistrict.org



Appeal to Their Motivation

- Compassion
- Achievement
- Socialization
- Development
- Spiritual

Add a Photograph



Avoid **Gobbledygook**

LWML YWRs will sponsor GftH for LWR and OGT



Appreciation

The soft stuff is the hard stuff.





Be
intentional
or
you won't
do it!

Recognize

Individual



Groups



What do I Recognize?

Style

Your excellent manner in dealing with...

Competency

Your leadership moved us towards...

Initiative

Thanks for getting the ball rolling on...

Creativity

Your fresh idea to try...

Hard Work

The hours you spent on this huge project...



LWML ASSEMBLY OF LEADERS 2018

1. Thank the person by name
2. Specifically state what they did
3. Explain how the behavior made you feel
4. Point out the value added
5. Thank them once again



“But” is an eraser





- ❖ Make a phone call.
- ❖ Write a letter to the team.
- ❖ Write a personal note in a greeting card.
- ❖ Give a meaningful gift.
- ❖ Host an appreciation event.
- ❖ Host a meal in your home.
- ❖ Tell them personally.
- ❖ Send out a personal email.
- ❖ Post photos on a bulletin board or website.
- ❖ Give a monetary gift in honor the volunteer to mites.

Volunteers in Christ's Ministry – LWML Leader Development Committee



Volunteer Recognition Litany