

**Best Practices for
Energizing Volunteers
at the Parish Level
and Throughout the Church**

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Focus on:

- 1. Stewardship as a way of life**
- 2. Best practice research on parish stewardship**
- 3. A parish organized stewardship effort**
- 4. Individual and parish based hospitality and community building**
- 5. Stewardship messaging year round**
- 6. Gifts discernment**

NOTE: View time and talent as a ministry not merely a volunteer activity.

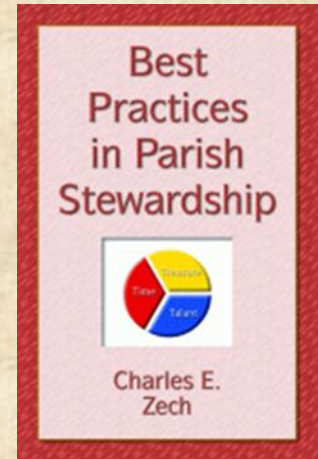
Stewardship as a Way of Life

- Based on individual's need to give out of **gratitude** – *spiritual way of life* – conversion process.
- Stewardship is intentional, planned, and proportionate giving.

Stewardship as a Way of Life

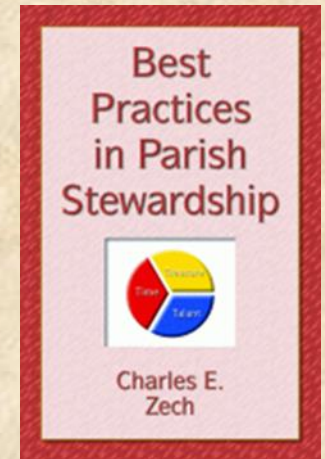
- **Based on fact that each person has been given unique gifts and talents from God. Part of our calling is to discern, develop, and use those gifts.**
- **Stewardship is part of our own religious education.**

Best Practices in Parish Stewardship



- 1. Be a welcoming parish**
- 2. Appoint a stewardship council**
- 3. Include stewardship as vital part of parish plan**
- 4. Emphasize stewardship in all parish formation and education programs**
- 5. Provide the opportunity for lay witness presentations**

Best Practices in Parish Stewardship



- 6. Encourage parishioners to make a pledge**
- 7. Communicate with parishioners on stewardship**
- 8. Remember, good stewardship starts in the parish house**

Note: Changing the parish environment energizes ministers/volunteers more than any individual work to recruit volunteers

According to additional research from Charles Zech, we want to minimize the use of “volunteers.”

From Volunteer Recruitment to a Culture of Ministry

**From Volunteerism/Volunteers
to Ministry/Ministers**

**From Time and Talents narrowly defined as special skills
to Gifts for Ministry, broadly defined to include one's personality, life experiences, strengths**

**From Staff and other leaders "do ministry"
to Staff and other leaders empower people and facilitate ministry**

From Volunteer Recruitment to a Culture of Ministry

**From Focus on tasks, recruitment, and filling slots
to Focus on people, understanding the many aspects
of gifts-based ministry**

**From Volunteering is a duty
to Ministry is a loving response to our baptismal call
wherein we were gifted by God**

From Volunteer Recruitment to a Culture of Ministry

From Volunteering is only for the minority of people who are heavily involved in the parish
to Ministry is both a responsibility and a right of all the baptized

From Volunteers “own” their time and talents and control how they are used
to Ministers are stewards of their gifts and use discernment to cooperate with God’s plan for their use

From Volunteer Recruitment to a Culture of Ministry

From Volunteering is only for the “chosen few” who are in the inner circle

to Ministry in the Church is diverse and inclusive, welcoming, inviting and open to all

From There is a scarcity of people and skills and a competition for them

to God blesses the parish with an abundance of gifts sufficient for carrying out its mission in the world

From Volunteer Recruitment to a Culture of Ministry

From Spirituality is a part of our lives evidenced on Sundays and during prayer

to Spirituality is lived daily by faithful stewards. It defines all of the actions of disciples of Christ .

Recruiting Volunteer Ministers

1. Getting Ready

- **Comprehensive ministry guide**
- **Ministry job descriptions**

Recruiting Volunteer Ministers

2. Making the Invitation

- **Responding to the annual renewal of talent**
- **“Open” invitations**
- **One-on-One contacts**
- **Letters of invitation**

Recruiting Volunteer Ministers

3. Creative Ministry Fairs

Retention: Keeping the Crew on Board

- 1. Simple steps**
- 2. Coaching, support, and training**

Thanksgiving, Celebration, and Recognizing Ministry

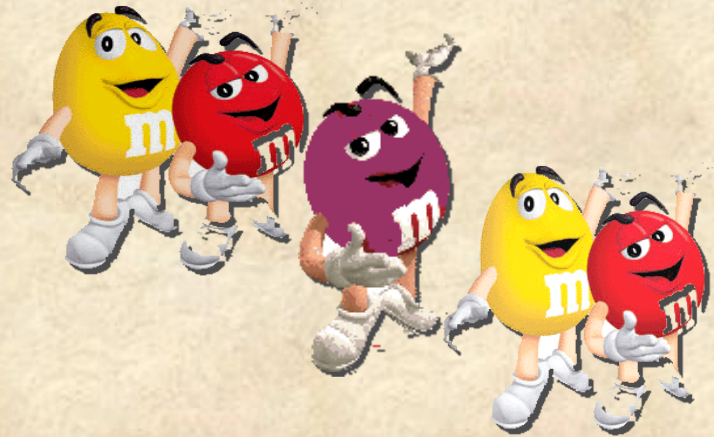
- **Build a culture of gratitude**

Before You Say Goodbye

- **Conduct an exit interview**

- **FIVE M'S to building a network of resources:**

- 1) **Materials**
- 2) **Meetings**
- 3) **Mixing**
- 4) **Models**
- 5) **eMails**



Gifts Discernment

Principles of the Pastoral Letter

- **The life of the Christian steward is an expression of mature discipleship. It is a decision to follow the Lord, whatever the cost.**
- **This commitment is not accomplished in one single action, nor in a series of actions, but in one's entire way of life.**
- **The practice of stewardship has the power to transform our lives.**

Gifts Discernment

What is a Healthy Parish?

- Three things are usually used to measure the Spiritual health of a parish:
 - Membership
 - Attendance
 - Giving
- But these are **OUTCOMES**, not **CAUSES**, and not all are relevant!

Gifts Discernment

Serving

Hours given per week to help and serve others in my community

Inviting

In the last month, I have invited someone to participate in my parish

Giving

Percentage of income and actual dollars given to the parish

Life Satisfaction

Overall, I am extremely satisfied with the way things are going in my personal life

Gifts Discernment

Spiritual Commitment

- **Reflects a personal depth of spirituality**
- **Individual in nature**
- **Seen in both attitudes and behaviors**

Gifts Discernment

This Vision for a Healthy Parish

**Moves from
Engagement**



Spiritual Commitment



Spiritual Health

Gifts Discernment

What is Engagement?

- **Communal in Nature**
- **Am I Valued?**
- **Do I Make a Meaningful Contribution?**
- **It is NOT the same as involvement!**

Gifts Discernment

What Can Make a Difference?

- **If you want people to be more spiritually committed, help them to become more engaged.**
- **Engagement is ACTIONABLE.**

Gifts Discernment

**You will be successful because
of who you are, not because of
who you aren't.**

Gifts Discernment

**Why spend so much time trying to
put in what God left out? Work
on getting out what God put in!
That's hard enough!**

Gifts Discernment

“What I do you cannot do; but what you do, I cannot do. The needs are great, and none of us, including me, ever do great things. But we can all do small things, with great love, and together we can do something wonderful.”

Blessed Teresa of Calcutta

Gifts Discernment

Gift Discernment Program Options

- ***Living Your Strengths***
 - **Book by Winseman, Clifton and Liesveld**
 - **Gallup CliftonStrengths assessment**
 - **Ongoing workshops in your own parishes**
 - **Kerry Ann Tornesello, Engage Coaching**
 - **Tracy Earl Welliver, LPi**
- **Called and Gifted**
 - **Based on Sherry Waddell's work**
 - **Spiritual Gifts Inventory assessment**
 - **Catherine of Sienna Institute facilitated weekend workshops**

Volunteers can be best energized by a comprehensive focus and approach.

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NOTE: Individual efforts won't be as effective long-term without changing the environment.

Q & A

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