PWOC LDP
Leadership Development Program

TOPIC: WORKING WITH VOLUNTEERS

The Bottom-Line Up Front: PWOC is a volunteer organization. An ongoing challenge for any ministry is to keep volunteers satisfied and involved. A leadership environment that promotes love, order, and eternal purpose will reap benefits in volunteer retention.

1. Reasons Women Volunteer in PWOC and Why They Quit: (5-7 minutes):
As a whole group, brainstorm the reasons you think women volunteer in PWOC and why they might quit.

Why They Volunteer in PWOC	Why They Quit

2. Keeping Volunteers Happy—Love, Order, and Eternal Purpose (5-7 minutes):

- A leadership environment that promotes love, order, and eternal purpose tends to promote volunteer retention. The following activity will give the Board insight into creating such an atmosphere.

- **Divide into three groups (love, structure, eternal purpose):** *Discuss ways PWOC can work to accomplish volunteer satisfaction within the context of your assigned category (see next page). Record your thoughts. Choose someone from your group that will share your ideas with the whole group.*

- **Group 1: We are to Walk in Love**
    - **Ephesians 5:1-2** (NASB) *Therefore be imitators of God, as beloved children; and walk in love, just as Christ also loved you and gave Himself up for us, an offering and a sacrifice to God as a fragrant aroma.*
    - **How can we promote volunteer satisfaction through an atmosphere of love?** Related terms: *friendship, connection, appreciation, inclusion, affection, respect, tenderness*

- **Group 2: We are to Work with Order**
    - **1 Corinthians 14:40** *But all things must be done properly and in an orderly way.*
    - **How can we promote volunteer satisfaction through an atmosphere of order?** Related terms: *organization, system, framework, procedure, management, orderliness, pattern, structure*

- **Group 3: We are to Serve with Eternal Purpose**
    - **Colossians 3:23-24** *Whatever you do, do your work heartily, as for the Lord and not for people, knowing that it is from the Lord that you will receive the reward of the inheritance. It is the Lord Christ whom you serve.*
    - **How can we promote volunteer satisfaction through an atmosphere of eternal purpose?** Related terms: *focus, mission, motivation, reason, direction, intent, worship*

- **Small Groups Share Their Ideas with the Whole Group** (5-7 minutes):
    - *As groups share their ideas, individual Board members should make note of anything that needs to shift in their Board role to better accommodate volunteers on their ministry team.*
    - *The Board as a whole may want to note areas that need to shift to better accommodate volunteers in general.*