

Coaching the Best out of Your HS Volunteers

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When we don't get the best...

- Students aren't known and mentored
- Staff are overworked
- Your ministry only influences students during the program



If the student pastor scores an A+ and the volunteers score a D+, the ministry is a D+



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Shift Your Focus

The **scope** of your influence is determined by the **success of your volunteers.**



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Shift Your Focus

You must make volunteers your **primary investment**.



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Who are your **all-star** volunteers?



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What does an All-Star Volunteer do?

- Show Up** ↻
- Dream Big**
- Win Small**
- Lead In**



Show Up ↻

**The most important word in student ministry is
consistency.**



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Show Up Expectations

Length of Commitment

□ 4+1



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Show Up Expectations

Depth of Commitment

- Attendance
- Connect every week
- Show up in the students' world
- One-on-ones
- A SG connecting event 1x each semester
- Snow Camp (3 days = 3 months)



Show Up ↻
Community

Community is what **keeps volunteers.**



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Show Up ↻
Community

Take your team and make it a **family**.



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Invest in Structure

- Relationships are not organic
- Together
- Layers of Care
- Your next hire?



Dream Big

Some volunteers aren't all-stars because they **don't know that being an all-star is possible.**



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Dream Big

Dreams unlock **passion.**



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Dream Big

Give them a dream...

- Focus on potential
- Tell stories



Win Small

Help volunteers **win in the small things** so that they don't get discouraged and give up on the dream.



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Win Small

**Help volunteers win small by becoming a
weekly coach.**



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Win Small

Stop thinking like a **teacher and start thinking like a **coach**.**



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Win Small

Weekly Coach

Weekly...

- Cue
- Connect
- Debrief
- Encourage



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Lead In

Showing up, dreaming big and winning small are all **minimized** if our volunteers aren't leading in.



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Lead In

A leader's greatest contribution to the ministry isn't gifting, talent, passion or vision. It is their **relationship with Jesus and the **life** they lead.**



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Lead In

If you want an all-star volunteer culture, then **you must carefront volunteers who aren't leading in.**



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Lead In

When a volunteer isn't leading in...

- Who has the relational equity for this conversation?
- Confront small things before they become big things.
- Ask questions before making judgments.
- Point back to the volunteer covenant/agreement.
- Give clear expectations for growth (what and when).
- Give them an out.
- Release them for a season.
- Reinstate whenever possible.



Lead In

When you make volunteers your primary investment, you become a ministry that **disciples** young adults.



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How to Coach the Best out of Your HS Volunteers

Make volunteers your primary investment so they can....

- Show Up** ↻
- Dream Big**
- Win Small**
- Lead In**

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