

# COACHING THE BEST OUT OF YOUR HIGH SCHOOL VOLUNTEERS

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## What's at Stake?

When we don't get the best...

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

## Shift Your Focus

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

You must make volunteers your primary investment

# 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

### Expectations

#### Length of Commitment

- 4+1

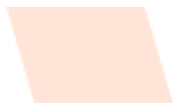
#### Depth of Commitment

- 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)

### Community

Community is what keeps volunteers.

Take your team and make it a family.



## Invest in structure

- Relationships are not organic
- Proximity and Context
- 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.**

### Dreams unlock passion

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.**

Help volunteers win small by becoming a weekly coach.

Stop thinking like a teacher and starting thinking like a coach.

Weekly...

- Cue
- Connect
- Debrief
- Encourage



# Lead In

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

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

**When a volunteer isn't leading in...**

- Who has the relational equity for this conversation?
- Confront the 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

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

