

Recruiting and Training Leaders (pt. 2)

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Summary

This video discusses strategies for training and developing leaders in a youth ministry context. The speakers emphasize the importance of investing in volunteers, setting clear expectations, and providing ongoing training opportunities. They outline three levels of commitment for volunteers: first-serve opportunities, task-focused roles, and relational influence roles like small group leaders. The speakers recommend having an annual vision-casting event, regular leadership meetings, pre-service huddles, and one-on-one mentoring. They also stress the need to find a healthy rhythm in programming, respect volunteers' time, and provide opportunities for relational connection.

Main Points

Introduction

The speakers introduce the topic of leadership development, specifically focusing on recruiting and training leaders in a youth ministry context. They highlight the importance of investing in and training volunteers to achieve ministry goals.

Setting Volunteers Up for Success

The speakers emphasize the need to set clear goals and expectations for volunteers, as unspoken expectations lead to frustration. They suggest anticipating volunteers' needs, understanding their gifts and passions, and providing appropriate roles based on their level of commitment (first-serve, task-focused, or relational influence).

Ongoing Training Strategy

The speakers recommend having an ongoing training strategy that includes an annual vision-casting event, regular leadership meetings (monthly, quarterly, or every six weeks), pre-service huddles, and one-on-one mentoring. They advise providing resources like food, childcare, and quality content to facilitate training.

Finding a Healthy Rhythm

The speakers caution against overloading volunteers with too many events or commitments, emphasizing the need to find a healthy rhythm in programming. They suggest respecting volunteers' time by starting and ending meetings on time, having a clear purpose for gatherings, and programming opportunities for relational connection.

Action Items

- Set clear goals and expectations for volunteers, including written job descriptions or volunteer handbooks.
- Anticipate volunteers' needs and provide appropriate resources or accommodations to support their service.
- Identify volunteers' gifts and passions and assign roles based on their level of commitment (first-serve, task-focused, or relational influence).
- Implement an ongoing training strategy with an annual vision-casting event, regular leadership meetings, pre-service huddles, and one-on-one mentoring.
- Provide resources like food, childcare, and quality content to facilitate training sessions.
- Find a healthy rhythm in programming, avoiding overloading volunteers with too many events or commitments.
- Respect volunteers' time by starting and ending meetings on time, having a clear purpose for gatherings, and programming opportunities for relational connection.