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### **TEAM DEVELOPMENT**

Establishing  
and sustaining healthy volunteer  
teams

# HI! WE ARE...

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# BUILDING & KEEPING THE TEAM EVERYONE WANTS TO BE ON

## Two Critical Pieces to Volunteers

1. Getting them in the door
2. Closing the backdoor

“If you only do one, you’ll never have enough volunteers.”

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# SECTION 1 - GETTING THEM IN THE DOOR

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Galatians 6:9–10 (NIV) “Let us not become weary in doing good... especially to those who belong to the family of believers.”

Many ministries are great at recruiting...  
or great at caring.

Healthy ministries do both

# CULTURE & LEADERSHIP

Culture doesn't happen by accident.  
Culture starts with leadership.

- Volunteer recruitment events
- Pastor asking from the platform
- Calling first-time guests / workflows
- Growth Track
- Asking current Dream Team members
- Small Groups
- Reaching out to past volunteers

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# LEADERSHIP WISDOM

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My suggestion:

- Align with your pastor & church vision
- Learn from other ministries
- Discern what works for your ministry in this season

# ENGAGEMENT MOMENT

Take a moment and share with the person next to you ideas on how you find volunteers

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# DREAM TEAM: DO'S AND DON'TS

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## Dream Team — Do's

- Know which positions are open
- Let people serve where they feel led
- Encourage Growth Track participation

## Dream Team — Don'ts

- Don't ask people to serve too soon
- Don't recruit based only on your need
- Don't have unclear or poor onboarding

# MAKE ONBOARDING UNFORGETTABLE

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First impressions stick

## HOW TO MAKE IT A BIG DEAL

- Onboard more than one person at a time
- Cast vision for the ministry
- Introduce them to the team
- Collect all the needed information

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# ENGAGEMENT MOMENT

Take a moment and reflect on why you started serving

Chat with the person next to you and share why you started serving

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# SECTION 2 — CLOSING THE BACKDOOR

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Getting people in the door is only half the battle.  
If you don't close the back door,  
you'll always be short-handed.

# TOP 3 REASONS PEOPLE STEP DOWN

1. They don't feel community
2. They don't feel like they're making a difference
3. They don't feel like they have the time

# MOTIVATIONS

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Why are your people serving?

- They want community
- They want to make a difference
- They have a passion for the ministry

When we know why, we can close the backdoor

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**HOW DO WE CLOSE THE BACKDOOR?**

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# COMMUNITY

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If They Want Community — Give Them Community

- Connect them to a coach
- Create small groups
- Build group activities
- Serve together, not alone

Community must be designed.

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# IF THEY WANT TO MAKE A DIFFERENCE

- Cast Vision
- Share Stories
- Share wins
- Share testimonies
- Share impact regularly

Vision turns tasks into calling.

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# TIME

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## If Time Is the Issue — Reduce Friction

- Clear expectations
- Flexible schedules
- Weekly or every-other-week options

# CLOSING THOUGHT

People don't quit because ministry is hard.  
They quit when they feel:

- Unseen
- Unsupported
- Unclear

# FINAL WIN

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When we:

- Get people in the door
- Close the backdoor
- Onboard intentionally
- Build community
- Cast vision

We don't just build teams that serve—  
we build teams that stay.