

10 ESSENTIAL FACTORS IN VOLUNTEER RETENTION



#1



Compensation

In ministry we use volunteers. We do not get to pull the seemingly almighty monetary lever to retain volunteers. Money might look like the easy solution, but alone it is not able to overcome glaring deficiencies in other areas. In the absence of financial compensation, we have the opportunity to develop excellent shepherding skills with our volunteers by intentionally investing in the other nine areas. We often scratch our heads when the successful corporate manager making \$375K quits their job. Someone's compensation might be at a 10, but it cannot offset other areas found wanting. Money is no panacea. Money is no "fix-all."

However, I have found that a small monthly stipend given to an already overworked volunteer can make all the difference in the world. People are not in the local church to get rich or get a paycheck. Yet, when a small and even nominal monetary compensation is given, it can make the difference between a volunteer feeling honored verses burned out.

Get Practical

Though compensation is not the most important factor, never forget that it is a factor nonetheless. As volunteers show deeper commitment, develop a stipend program where you include compensation, even if only a small amount. A little extra money can actually go a long way. This investment puts you on your way to developing a KidMin staff team.

READY

Provide a "Free Mid-Week Registration" to top tier leaders. Every little bit helps!

SET

"Pay a nominal stipend" for monthly serving out of your operational budget

RETAIN

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Compensation

READY

Gift cards are a simple way to share small doses of encouragement. Provide gift cards for extra involvement.

SET

Read the e-book "How to Build a Staff with NO Staffing Budget!"

RETAIN

Move a volunteer into a part-time, permanent role out of the actual staffing budget. Start small.

Compensation

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