Developing Volunteer Leaders: Lessons Along the Way

What does it look like to develop leaders in a national parachurch movement? What does a truly multi-denominational, multi-ethnic, and multi-generational movement look like? How do we leverage the time and talents of gifted but busy professionals? How can we recruit, select, equip, and then lead volunteer leaders to multiply themselves for the sake of the gospel? John Greenall, the Associate CEO overseeing ministry in the Christian Medical Fellowship UK, will share his experience of developing a volunteer ministry programme, developing transformational teams, and training tracks and workshops.

**John Greenall** is Associate CEO at the Christian Medical Fellowship in the UK, which unites and equips Christian doctors, nurses, and healthcare students to live and speak for Jesus Christ. John has overseen the birth of volunteer-led regional Catalyst Teams as well as several training tracks in areas including global mission, health and justice, evangelism and apologetics, thought leadership, and their year-round Fellowship programme, Deep:ER. John is also a Paediatric Doctor specialising in neurodevelopmental conditions. He speaks and writes on issues at the interface of healthcare and culture and has a heart to mentor and grow leaders who want to make Jesus known in their everyday life and work. He is married to Heidi, a paediatric nurse, and they have three children.

Biblical volunteering is about:

1. **A willing heart**

*“An act of privileged, willing and sacrificial service to God in response to what he has done for us through Christ.”*

Exodus 35+36; Romans 12:1-3; Hebrews 13:15-16; Philippians 4:18

1. We serve because of what Jesus has done for us!
2. We devalue our ministry if we beg for volunteers to join with us.
3. We are all called to have the heart of a volunteer,

*How much focus do you place on recognising and then developing the heart of a volunteer in both you and your people?*

1. **Making disciples**
2. Internal and an external destination Matthew 22:37-40; Ephesians 2:10
3. Stewarding people as much as we do finances.

*Do you have an internal as well as external destination? How is your stewardship of your volunteers?*

1. **Gospel partnership**
2. The priesthood of ALL not SOME believers Ephesians 4, Romans 12:4; 1 Corinthians 12:12; 1 Peter 2:5.
3. We serve God TOGETHER – not you helping or watching me.
4. **Starting with ‘why’**
5. ‘Children’s leaders needed’
6. Need – vision = desperation ; Need + vision = inspiration
7. Teach them to yearn for the sea

*Can you paint a vision of your ministry? Do you start with this when you are looking for volunteers?*

1. **Choosing with care**
2. Listen to their vision

*Are you listening to people or too busy being preoccupied with your vision for the ministry?*

1. Ask!

*Do you ask people or do you write them off?*

What are you asking me to do?

How are you going to help me do it?

How will I see the fruits of my labour.

*Consider any examples from working with volunteers that you have. Can you trace this to a problem with choosing the right people for the bus in the right seats?*

1. **Investing in people**
2. Head, heart hands
3. **Multiplying through a few**
4. Jesus and his 3, 12 and 70; 2 Timothy 2:2
5. Find leader volunteeers

*Can you list your most productive volunteers? What is it about them that is great? Have you seen them multiply yet?*

***Suggested Readings:***

* Catalyst Teams Training [cmf.li/CatTeamTrain](http://cmf.li/CatTeamTrain)
* Volunteering Training Series cmf.li/ICMDAVolTrain (expands on many of the themes mentioned here)

CMF Coaching Training [cmf.li/3ljP1AK](http://cmf.li/3ljP1AK)

* 2020 Catalyst Teams Conference [cmf.li/CatTeam2020](http://cmf.li/CatTeam2020)
* Newell and Associates Volunteer Ministry Development Training [www.newellandassociates.com](http://www.newellandassociates.com/)
* Contact me on volunteer@cmf.org.uk if you’d like to correspond further