



RECRUITING VOLUNTEERS

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In addition to leaders who will spend time with the kids throughout VBS, recruit other volunteers to handle responsibilities like food service, programming, games, and administration. You may need to recruit volunteers to serve before, during, and after the event. A month before VBS, meet with your volunteers. Talk about the purpose of summer, the theme, schedule, rules, expectations, and any other details you deem important for them to know.

KEEP INVITES PERSONAL.

There's nothing more effective than a personal invite! Try using one-on-one personal invitations in addition to placing an announcement in the church bulletin, website, or social media. Granted, these are all valuable tools! But people tend to respond and feel needed when you approach them individually.

BE CLEAR TO BE KIND.

That is, be specific about the positions you need. Start small, with short-term commitments. Then place people where they are most useful and will feel valued.

GIVE THEM GUIDANCE!

Let them know that you are going to provide guidance and all the training necessary. . . then do it! It's important for your volunteers to know that they will get sufficient support from you. Help them help you!

INVITE THEM TO OWN THE PLANNING PROCESS.

Ask for their input on things like running activities, putting up decorations, preparing food and snacks, and all tasks that allow for creative wiggle room!

LEAN ON THEM AND REMEMBER THEY WILL NEED TIME TO LEAN ON YOU.

Make sure you delegate so you're not overwhelmed, but keep in mind your volunteers need to be able to count on you, too. When you feel someone isn't "doing enough," encourage them to lean on you. It could be that they have taken on too much or haven't felt seen in the process. Use it as a chance to check your leadership and to practice love.