

STOP LOSING

YOUR BEST

VOLUNTEERS & LEADERS

PRESENTED BY:

**PASTOR
CHARLES BOND**

Charles Bond



Pastor Charles Bond is a powerful preacher, anointed messenger, and speaker. His unique voice and view into Christian living offers diverse groups a meaningful lens for examining and empowering their lives. By example and edict, Pastor Bond has motivated people to change the world through evangelism. The foundational message that Christians must minister beyond the church to create profound change empowers and inspires multiple generations is the message that propels him forward.

As a crucial conversationalist, his ministry has been viewed on The Word Network in over 95 million homes in over 200 countries worldwide. With millions of views across all social media platforms, his dynamic spirit and giving heart are perfectly married with his love and reverence for the Lord and His people.

For more than three decades, Pastor Bond has dedicated his service to being a Shepherd in the Lord's church whose goal is to uplift and edify the Kingdom. His sound biblical principles and passion for community are hallmarks of his unique ministry.

MT. PLEASANT CHURCH, SR. PASTOR

STOP LOSING YOUR BEST VOLUNTEERS AND LEADERS!



The demands of ministry after seventeen centuries of Christendom in a world that is anti-organized religion poses challenges to present day Pastors and church paradigms. However, with this shift we must galvanize, engage, and inspire the committed by equipping them with modern techniques that will make them eager to **S-E-R-V-E**. Saints Excited to Run with the Vision in the spirit of Excellence! There is no I in team, but it is one in WIN! We don't just need

Faithful people; we need Skillful People!

This Class is for Pastors, Board members, leaders, and laity.

Debunking Two dangerous approaches to the ministry:



A. Stop thinking that the members solely exist to carry your vision or to catch your vision because they're just a means to help you accomplish your dream of being great

*We don't use people to get the ministry done. We use the ministry to get people done.
Author unknown*

B. Get rid of your "I'm the boss" spirit and "this is my church." No – it's the Lord's church. He left us in charge of His greatest asset: the body and bride of Jesus Christ – souls.

1st Peter 5:3 amp 3 not lording it over those assigned to your care [do not be arrogant or overbearing], but be examples [of Christian living] to the flock [set a pattern of integrity for your congregation].



11 Ways We're Losing and Failing Volunteers and Leaders

1. Create Ridiculously Clear Expectations

We need a volunteer training camp. Here's why:

A. Define what we need you to do.

One-sheet role profile — including the language to use, etc.

Link performance to purpose.

Go the extra mile to tell them your “why.” Stop leaving it to their interpretation.

B. Communicate clearly what is expected. You can't expect what you don't inspect.

C. Check for understanding. If the volunteers can't repeat the expectation, they don't understand it.

D. Check in with them frequently. How often do you ask how their day is going?

2. Don't Judge a Book by Its Cover

3. You Lose When You Stop Leading with Vision

Push pause. Remember that we can spend so much time working for the Lord, that we forget to spend time with the Lord.

4. Let People Release Their Passion

Place people in their priority zone.

People come alive when they're serving in what matters to them.

5. We Lose People When We Try to Control Instead of Trust

Give them trust first — even if they lose it.

If they fail, it's a teachable moment.

Expect them to fail — that's how they grow.

You can't have control and growth.



11 Ways We're Losing and Failing Volunteers and Leaders

6. We Lack Creative Engagement

Two thoughts on creativity:

A. In the beginning, God created... “Created” is the fifth word of the Bible. It’s the first revealed character of God.

We’re made in His image – creativity is hardwired into our DNA.

B. Volunteer teams must be empowered to improve constantly. Always ask: “How can we make this better?”

Use huddles – not just to communicate, but to innovate.

When we don’t empower creativity, we rob our ministries of their ability to innovate.

7. We Lose Because We Don’t Coach Them

People love feedback – not criticism that isn’t constructive. 100% love. 100% truth.

Don’t beat down – build up.

Ask them: “Do you feel like this is the very best you can do?”

Create a culture where feedback is your friend.

8. We Stop Challenging What We Don’t Know

Challenge doesn’t have to be aggressive or offensive.

Be willing to be challenged to grow.

We have to be honest about the culture we’re creating.



11 Ways We're Losing and Failing Volunteers and Leaders

9. We Lose Vision and Strategy Because We Don't Create Venues for Their Voices

People want to be heard.
We talk at them instead of partnering with them.
Partnership power examples:
Rolls-Royce, Sherwin-Williams, FedEx Kinko's

10. We lose our best people when we replace the person with what they produce.

Adage: love people, use money — not the other way around.
We Overpromise and Underdeliver / Consistency matters.
Don't tell people one thing and show them another.
Value the Vessel over the vision.
Reliability builds trust — and people stick around when they trust you.

11. You Lose Your Best People When You Give Them Responsibility Without Authority

Let them lead if you've asked them to lead.
Don't make people responsible for outcomes they have no power over.

TEAMWORK

7 CORE TEAM COMPETENCIES

1.
**A SHARP
STRATEGIC MIND.**
(Plans, has
ideas)

2.
**HUMBLE
TEACHABLE
SPIRIT**
(Willing to
grow)

3.
**INTEGRITY AND
EMOTIONAL
MATURITY**

4.
**INTERPERSONAL
RELATIONAL
SKILLS**

5.
**ENTREPRENEURIAL
INSTINCT BUILDER.**
(Enlarger, not
maintenance, makes
calculated risk, do
whatever it takes to
meet the need)

6.
**ACHIEVER-
FOCUSED ON
RESULTS**

7. **ABILITY TO ATTRACT AND
INSPIRE OTHERS**
(not repel it)

9 PITFALLS TO AVOID WHILE SERVING IN MINISTRY



"I'M MORE DEVOTED THAN YOU."

1.

Avoid Competitive Jealousy...there's no place for it in the body of CHRIST

2.

Don't serve with a HIDDEN AGENDA...just want to be close to the pastor and only in it for what you can get out of it

3.

Avoid serving for self-aggrandizement or self-glorification instead of glorifying GOD

4.

Avoid withholding information that the pastor or leadership needs to know(in detail) that's a spiritual witchcraft.

5.

Avoid building your own ministry up under the nose of your pastor's ministry

6.

Avoid undermining your Pastor's Authority. Just like in the military your job is to carry out orders and not call shots

7.

Avoid becoming familiar with the pastor. (He is not your buddy. Never call him by his first name.) Our job is to sanctify the office at all times

8.

Avoid exposing your pastor's flaws, weakness or shortcomings. Noah's sons covered their father's nakedness. BEFORE YOU TELL ME WHAT WAS SAID, DID YOU DEFEND ME?

9.

Avoid making decision for him without his or her permission!