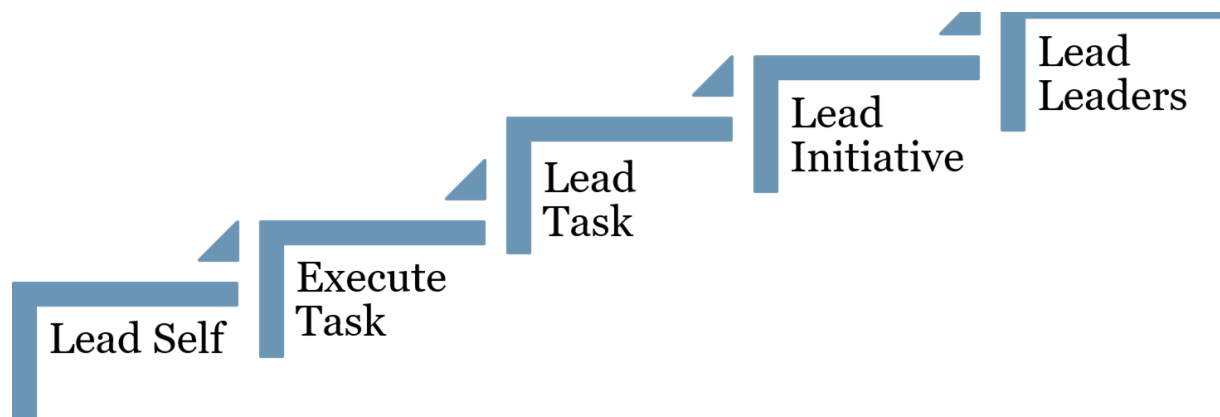


Leadership Milestones – What does it Look Like for a Volunteer to Develop?

Send Me often hears from volunteer managers about the need to develop volunteers into leaders. They know that for their church or organization to experience ministry fruitfulness, they will need a growing cadre of maturing volunteers. Too many volunteer managers have experienced the revolving door of volunteers coming and going and want to know how to elevate volunteers into increasing amounts of responsibility that will both grow and form the volunteer and help the ministry advance.

We have adapted the following image and associated descriptions from trainings Send Me did in 2016 and 2017 for our Christian Volunteer Managers Network. For additional information on those trainings and this topic, please email us at info@sendmestlouis.org.



Lead Self | Self-management

- **Basic description:** Someone who would make a good volunteer and who should be on the radar for future leadership development.
- **Key characteristics:**
 - Mature, person of integrity, practicing spiritual disciplines/Christian values, etc.
 - Committed to the church/organization – are they consistently around and engaged?
 - Faithful, Available, and Teachable:
 - Faithful – committed and consistent
 - Available – not over-committed and already doing everything
 - Teachable – can learn, is humble

Execute Task | Be a good volunteer

- **Basic description:** Someone who can be counted on to complete their part of a larger initiative, ministry, or program.
- **Key characteristics:**
 - Takes initiative – they understand their specific task.
 - Seeks out appropriate information and training to get the job done.
 - Follows through on assigned task.

Lead Task | Manage a piece of a larger project

- **Basic description:** Someone who can lead a group of people to accomplish a task that is part of a larger initiative, ministry, or program. They understand how their piece fits within the larger framework.
- **Key characteristics:**
 - Recruit – can they find people and build a team?
 - Train – do they understand the necessary knowledge and processes to equip team members?
 - Lead – are they the type of person others will follow?

Lead Initiative | He/she is in charge

- **Basic description:** Someone who can oversee all aspects of an initiative, ministry, or program.
- **Key characteristics:**
 - Knows when to delegate and when to do something themselves
 - Manage people and moving parts:
 - Understand what needs to get done and when
 - Manage process vs. individual tasks
 - Run effective meetings
 - Balance competing perspectives
 - Respected and followed by others
 - Gets stuff done – buck stops with you and you can handle the pressure, respond accordingly and ensure everything gets done in a timely fashion

Lead Leaders | High-level leadership; he/she invests in other leaders

- **Basic description:** Someone who understands their role is to invest in other leaders and not be in the nitty gritty of every decision.
- **Key characteristics:**
 - Visionary – thinks and understands the importance of visioning
 - Respected by peers as senior leader – leaders follow this type of person (see Titus 1:59 and 1st Timothy for sample qualifications)
 - Strategic – sees big picture
 - Works well on “executive team” – works well with other high-level leaders - can advocate for their position, but also a great team player