



# What's Really Stopping You from Recruiting High-Capacity Volunteers?

## THE OPPORTUNITY

Churches everywhere are missing a massive leadership development opportunity. While most ministries rely heavily on paid staff, some of the most effective churches have discovered the power of high-capacity volunteer leaders, people who donate 10-30 hours per week to lead significant ministry initiatives without pay.

These aren't your typical volunteers. They're business owners, retired professionals, teachers, and other capable leaders who can supervise teams, manage budgets, and drive real ministry outcomes. The result? Multiplied impact, developed disciples, and sustainable growth.

## So why aren't more church leaders recruiting high-capacity volunteers?

Usually, it's not lack of people or opportunity, it's internal barriers that keep us stuck in old patterns.

## WHAT'S YOUR BARRIER?

Check the barriers that most describe your hesitations about recruiting high-capacity volunteers:

- The ENERGY Barrier - "It's too much work to train and develop someone"  
*I'm already overwhelmed, and training volunteers feels like more work, not less.*
- The CONTROL Barrier - "I don't trust they'll do it as well as I would"  
*I have specific standards and worry about maintaining quality.*
- The ROLE Barrier - "This role is too important for a volunteer"  
*Some positions require ordained clergy or paid staff.*
- The OBLIVION Barrier - "I don't know how to structure this"  
*I've never seen volunteer leadership done well and wouldn't know where to start.*
- The CONVENIENCE Barrier - "I'm hesitant to change my schedule"  
*Accommodating volunteer schedules means evening meetings and weekend availability.*

- The REPUTATION Barrier - "What if they mess up?"  
*Public failure by volunteers could damage my reputation and the church's credibility.*
- The COMMITMENT Barrier - "They might quit when things get difficult"  
*Volunteers don't have skin in the game like paid staff do.*
- The GUILT Barrier - "I don't want to burden them"  
*It feels wrong to ask people with full-time jobs to commit 20+ hours to church work.*
- The TRADITION Barrier - "We've never done it that way before"  
*Our congregation expects paid staff to handle certain roles.*
- The INSECURITY Barrier - "What if they become better than me?"  
*Empowering someone who excels might threaten my job security.*

### **BASED ON YOUR TOP BARRIER(S), HERE'S WHAT TO DO THIS WEEK:**

For ENERGY, CONTROL, or CONVENIENCE Barriers:

**Start Small** - Identify one 5-hour/week responsibility you could delegate. Choose something you're not naturally gifted at where someone else might actually excel. The time you invest in training will multiply back quickly.

For ROLE, TRADITION, or REPUTATION Barriers:

**Study Success Stories** - Research churches that use volunteer leaders effectively. Start with administrative or behind-the-scenes leadership roles to prove the concept before moving to more visible positions.

For OBLIVION or COMMITMENT Barriers:

**Find a Mentor** - Connect with a church leader who has built a volunteer leadership culture. Schedule a visit or phone call to learn their practical steps and systems.

For GUILT or INSECURITY Barriers:

**Reframe Your Perspective** - Remember that you're offering people a spiritual growth opportunity, not imposing a burden. High-capacity volunteers often report that church leadership becomes the most meaningful part of their week.

### **TAKE ACTION TODAY**

1. Identify your primary barrier from the list above
2. Choose one action step based on your barrier type
3. Think of one person who could be a high-capacity volunteer leader
4. Schedule a conversation with them within 30 days

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