

# Gifts of Time and Talent Recognizing, Recruiting and Retaining

Region XI Stewardship Conference  
May 4-6, 2014



<http://www.volunteeringinamerica.gov>

## Volunteering and Civic Engagement in California

### Trends and Highlights Overview

Overall, in California in 2012:

- 25.1% of residents volunteer, ranking them 35th among the 50 states and Washington, DC.
- 31.9 volunteer hours per resident.
- 7.39 million volunteers.
- 938.0 million hours of service.
- \$20.8 billion of service contributed.
- 48.7% of residents donate to charity.
- 7.4% of residents participate in public meetings.
- 24.4% of residents over age 55 volunteer.

## Agenda

1. Reasons people don't volunteer
2. "Trouble" with new volunteers
3. Differences between talents, skills and styles
4. Helping parishioners identify their gifts
5. Solutions, recruiting methods, training, and support
6. Warnings
7. Resources
8. Questions and idea sharing



## Reasons People Do Not Volunteer

1. The way they are asked
2. Poor volunteer management
3. Don't know what their talents are/think they are not qualified
4. Not enough time/Not able to make a long-term commitment



## 1. The Way They Are Asked

- ▶ Current methods
  - ▶ Warm body technique
  - ▶ Threats
  - ▶ Quick answer
  - ▶ Note in the bulletin
- ▶ **Most effective – Personal Invitation!**



## 2. Poor Volunteer Management

- ▶ Perceived barriers
- ▶ Felt unappreciated
- ▶ Signed up before and weren't called
- ▶ Previous bad experience



**Solution – Develop Ministry Leadership**

### 3. They Don't Know Where They Fit

- ▶ Felt unqualified
- ▶ No understanding of "requirements" needed
- ▶ Don't know what their talents are



**Solution – Gift  
Discernment /Stories of  
Current Volunteers**

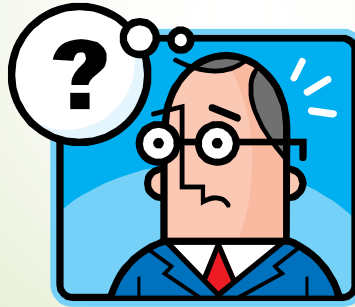
### 4. Time Restraints

- ▶ Not enough time
- ▶ Fear lifetime commitments
- ▶ Afraid of additional "asks"



**Solution – Clear  
Communications**

## Do you really want new people to get involved?



## One Size Does NOT Fit All

- ▶ Talents (gifts)
  - ▶ In-born traits that are unique to you
  - ▶ Cannot be acquired; they are things we do instinctively
  - ▶ Using these gifts gives us a sense of purpose and meaning in life



## ➤ Skills (abilities)

- Can be acquired through study, practice and hard work
- Won't excel at a skill unless it enhances a God-given talent
- Using and developing our skills gives us a feeling of accomplishment



## ➤ Style

- How we prefer to use our gifts and talents
- When we operate within our style, we are in a comfort zone
- When we operate outside our style, we may feel tense or frustrated





## Helping Parishioners Identify Their Talents, Abilities and Styles



- Evenings of discernment
  - Brochures
  - Websites
  - Storytelling exercise
  - StrengthsFinder
- Parish census form
- What do you or others recognize in them?

### Stewards Building the Future

St. Luke is a total stewardship parish and depends on every family member being involved and committed to participating fully in our parish community. These are gifts which are needed in many areas of the parish and can be used to serve the Lord through our church home.

I encourage you to be faithful in your attendance at Mass every Sunday and to make every effort to volunteer in at least one area of service each year. Also, your financial support of God's work here at St. Luke is very important and is most appreciated. Search your heart, put God first, pray about it, and maintain a true spirit of sacrificial giving by your financial commitment from all that God has given you. Everyone is called! Everyone is needed! Everyone is welcomed!

We are all the Body of Christ together. In Christ, Fr. James

<p><b>Please mark, your gifts or areas of interest and please include any information you may want from the parish.</b></p> <p><input type="checkbox"/> Artistic</p> <p><input type="checkbox"/> Clerical</p> <p><input type="checkbox"/> Cleaning</p> <p><input type="checkbox"/> Coordinating</p> <p><input type="checkbox"/> Coaching</p> <p><input type="checkbox"/> Crafts</p> <p><input type="checkbox"/> Creative</p> <p><input type="checkbox"/> Children's activities</p> <p><input type="checkbox"/> Companionate</p> <p><input type="checkbox"/> Computer skills</p> <p><input type="checkbox"/> Construction</p> <p><input type="checkbox"/> Cooking and serving food</p> <p><input type="checkbox"/> Driving</p> <p><input type="checkbox"/> Electrical work</p> <p><input type="checkbox"/> Facilitating</p> <p><input type="checkbox"/> Fixing</p> <p><input type="checkbox"/> Gardening</p>	<p><input type="checkbox"/> Graphics</p> <p><input type="checkbox"/> Inspire/motivate others</p> <p><input type="checkbox"/> Illustrating</p> <p><input type="checkbox"/> Interpretation/bilingual</p> <p><input type="checkbox"/> Leadership skills</p> <p><input type="checkbox"/> Mentoring</p> <p><input type="checkbox"/> Marketing</p> <p><input type="checkbox"/> Musical instruments</p> <p><input type="checkbox"/> Offer hospitality</p> <p><input type="checkbox"/> Organizing skills</p> <p><input type="checkbox"/> Painting</p> <p><input type="checkbox"/> Planning events</p> <p><input type="checkbox"/> Parish mailings</p> <p><input type="checkbox"/> Photography</p> <p><input type="checkbox"/> Public speaking</p> <p><input type="checkbox"/> Quilting</p> <p><input type="checkbox"/> Research</p> <p><input type="checkbox"/> Recording</p> <p><input type="checkbox"/> Service/Repair, AC/Plumbing</p> <p><input type="checkbox"/> Sewing</p> <p><input type="checkbox"/> Singing</p> <p><input type="checkbox"/> Storytelling</p>	<p><input type="checkbox"/> Telephoning</p> <p><input type="checkbox"/> Visiting the Sick</p> <p><input type="checkbox"/> Writing</p> <p><input type="checkbox"/> Website maintenance</p> <p><i>I would like more information on:</i></p> <p><input type="checkbox"/> Sacraments</p> <p><input type="checkbox"/> Faith Formation for: Children Age _____</p> <p><input type="checkbox"/> Adult _____</p> <p><input type="checkbox"/> I am sick and need someone to call me</p> <p><input type="checkbox"/> Groups in my age level (age) _____</p> <p><input type="checkbox"/> Marriage preparation</p> <p><input type="checkbox"/> Becoming Catholic</p> <p><input type="checkbox"/> Announcements</p> <p><input type="checkbox"/> Blessing of my house</p> <p><input type="checkbox"/> Serving in _____ ministry</p> <p><input type="checkbox"/> Prayer Request for _____</p> <p><input type="checkbox"/> Other _____</p>
<p>Name _____ Email: _____</p> <p>Contact Phone # _____ Best time to call me _____</p> <p>Other ph# _____ Age group: 18-35 <input type="checkbox"/> 36-50 <input type="checkbox"/> 55+ <input type="checkbox"/></p> <p>Date: _____ <input type="checkbox"/></p>		

## Discernment Form

<http://www.stlukesatholic.com/index.cfm?load=page&page=275>

## Recruiting

- Personal invitation
- Registration process
- Annual stewardship commitment process
- Ministry awareness activities
- Lay witness talks
- New skills trainings
- Spiritual activities
- Evenings of discernment
- Completion of major parish event



## Follow Up and Training

- Ensure strong leadership
- Make sure every person is called and sent a confirmation
- Schedule training to review job descriptions and duties
- Does everyone have what they need?
- Prayer at meetings





## Retaining

- Continually develop leadership
- Commissioning service
- Annual retreat/training opportunities (required)
- Make participation fun
- Thank people
- Be open to new suggestions and ideas
- Thank people



**CAUTION!**

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- Don't ask for "volunteers" – ask instead for ministers or disciples
- Are you being inclusive in your recruiting?  
All ages, ethnicities, ministries?
- Be clear about the responsibilities and length of service
- Follow up with everyone
- Give ministers an opportunity to evaluate the ministry in which they serve
- Thank people

## Resources

- [www.stewardship.org/main/giftdiscovery.html](http://www.stewardship.org/main/giftdiscovery.html) – Diocese of Rockville Centre in New York
- [http://www.ssireview.org/site/printer/the\\_new\\_volunteer\\_workforce/](http://www.ssireview.org/site/printer/the_new_volunteer_workforce/) Stanford Social Innovation Review
- [http://www.volunteeringinamerica.gov/tips\\_tools.cfm](http://www.volunteeringinamerica.gov/tips_tools.cfm) Corporation for National & Community Service and also the Independent Sector website at:  
[http://www.independentsector.org/volunteer\\_time](http://www.independentsector.org/volunteer_time)
- [www.usccb.org](http://www.usccb.org) – United States Conference of Catholic Bishops
- Best Practices in Parish Stewardship – Zech, Dr. Charles. Our Sunday Visitor, 2008.  
<https://www.osvparish.com/Shop/Product?ProductCode=1731>
- Growing an Engaged Church – Winseman, Gallup Press. 2007.  
[www.gallup.com](http://www.gallup.com)
- Leisa Anslinger, A Call to Serve, Our Sunday Visitor,  
<https://www.osvparish.com/Shop/Pamphlets.aspx>
- Lorene Duquin, Six Ways I Can Make My Parish Better, Our Sunday Visitor,  
<https://www.osvparish.com/Shop/Pamphlets.aspx>

## Questions? Idea Sharing!

Gracias

THANK YOU

Cảm ơn

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