Recruiting Volunteers

Recruiting volunteers occurs naturally through creating foster care awareness and through the process of surrounding foster families with Care Teams. Having clear ministry goals with defined roles can make this process much easier for you, as well as potential volunteers.

Steps to recruiting the strongest possible volunteer base

Focus The Mission: Volunteers need to fit into the needs of your foster care ministry. It is important that you know who you are as a ministry and what you do (and don’t do) as a ministry. You cannot be “all things to all volunteers” and should take care not to adjust your ministry plans to each new idea suggested by your volunteers.

Establish The Roles: Define volunteer roles and clearly communicate these with potential volunteers.

Spread the Word: Utilize and network all avenues - awareness events, word-of-mouth, foster parents, other volunteers, small groups within your church, social media, and advertising in your church bulletin.

Define Expectations: Realistic job descriptions and corresponding time commitments are important to relay to volunteers. Don’t be afraid to share either the full extent or the “lowly” nature of a given job. People are more disappointed if they later find out otherwise - particularly if a job is harder than was communicated upfront. However, people tend to rise to meet expectations.

Discern: Listen to the red flags or “gut feelings” that may come with certain volunteer recruits. Don’t ignore them. Always pay attention and consider asking for references if the prospective volunteer is not known in your church.

Provide Training: Ensure ALL volunteers have been trained before they begin serving!