

THE MUCH ADMIRER &
VOLUNTEER



ESTEEMED BUREAU OF
MOTIVATION

APPROVED WORKMEN ARE NOT ASHAMED

Volunteer Motivation Tips
from Commanders and Other Experts

Parental Involvement is Key

Help volunteers get personally involved with clubbers' parents. Activities such as parent nights, ice cream parties, movie nights and Large Group Times where parents are invited create perfect connection opportunities. These conversations and interactions will inspire your leaders.

Jim Ewing
Lancaster, South Carolina

Leader of the Month Trophies

Before the club year begins, have a dinner meeting with all the workers to encourage them and let them know what to expect. Have another one at the end of the club year. During the year, on a monthly basis, ask your directors if they had a leader who went above and beyond. Give that leader a trophy and let her know she was Leader of the Month. Leaders are grateful when someone recognizes what they are doing.

J.P. Morgan
Northern Illinois Awana Missionary

Inspiring Emails

Email each of your leaders weekly during the year. Include the agenda for the next meeting, ministry direction and prayer requests for the church, ministry, pastors and leaders. Include a motivating devotional along with some Scripture. This lets them know God is working in their lives and that you love them for their service.

Gary Stephens



YOU BELONG

Gift Cards Make Sweet Rewards

Have quarterly leaders' meetings and provide sandwiches or pizza. Ask for the leaders' ideas. Accept and use as many as are feasible. Write very personal thank-you cards to each leader at the end of the year and specifically note the things they did that were an encouragement to you. Give gift cards to leaders with perfect attendance. The gift cards could be for an ice cream shop like Dairy Queen and say something like, "It's sweet of you to serve in Awana."

Ellen and Jerry Robins

Prepare and Encourage

First of all, try to make sure your leaders are working in the area they prefer. Send regular text messages to them and include at least one encouraging comment. Stay positive every time you see them. On club nights, have everything they need ready and waiting. Use "floaters" to fill in when someone is out or needs a hand.

Cynthia Breland
Wiggins, Mississippi

Gifts, Awards and Banquets

Hand out leader awards every club night. Put each of their names in a box and pull out two who receive a small gift card. The clubbers love cheering for their leaders. At Christmas, send out cards with another gift card. End the year with a banquet at a nice restaurant. When people who aren't involved with Awana hear about the good time you're having, they will ask if they can join!

Terri Dudley
Colorado Springs, Colorado

The Heart of a Servant

As a great commander, you need to have the heart of a servant. Walk around on club night and make yourself available to your directors. Put out sparks before they become flames. When you train your leaders properly, your job will be a lot easier. Send out a bi-monthly letter to each leader. Include a short training tip, coming attractions and a word of encouragement. Also, share what you've been doing.

J.P. Morgan
Northern Illinois Awana Missionary



YOU BELONG

Let Them Play Ball

Part of keeping and developing volunteers is letting them have a chance to play ball. Sometimes as leaders we need to take the bench and let others have a swing at the bat.

Ryan Frank

9 Things They Didn't Teach Me in College About Children's Ministry

Value Leads to Involvement

Help leaders discover and develop their God-given talents, abilities and gifts. Help them fulfill their calling instead of a vacant spot in the ministry. As leaders learn and demonstrate understanding and proficiency, allow them to do more. Provide encouragement, input and instruction. As their skills improve and their confidence builds, entrust more responsibility to them. Allow them to help you train other leaders or lead Large Group Time. The more valued they feel - the more involved they'll become.

Be an Example

Motivate leaders through your own example. Motivate them to memorize Scripture by doing it yourself. Motivate them to be in the Word by talking about what you're learning. Motivate them to pray by praying with them. Keep vision and passion in front of your leaders. Continuously affirm their potential and effort.

Catch People Doing Things Right

Leading by encouragement is one of the most important things any of us can do. Each weekend at my church, I have every staff member turn in to me the names of at least three people they caught doing something right. My staff also has to turn in to me the names of three people they sent thank-you notes to. Thank-you notes are huge. They are one of the best ways to lead by encouragement.

Jim Wideman

Stretch



YOU BELONG

Learn the Languages of Appreciation

Just as there are love languages, there are languages of appreciation. Some people enjoy getting gifts, others acts of service. Still others feel appreciated by words of affirmation or quality time.

At one of your leaders' meetings, preferably before the start of the year, find out how each leader would like you to express appreciation. Consult the book *The 5 Languages of Appreciation in the Workplace* by Gary Chapman and Paul White for tests and a guide. If everyone feels comfortable, make a list of everyone's top language of appreciation and email the list to the team or post it in a visible place. Endeavor to reward them for their Awana service throughout the year in their own appreciation language.

Written Words of Encouragement

Using the You Belong encouragement cards, leave short notes of gratitude and encouragement for a couple of volunteers each week. Give them in person, leave them in your leader mailboxes or mail them to your leaders. Encouragement is oxygen to the soul for your volunteers.

Inspire Through a Video

The You Belong videos are an excellent way to let volunteers know you appreciate them. Show a video during a team meeting or training session or even during Large Group Time. If you feel comfortable, follow the video with a few encouraging comments of your own.

Have ideas on how to motivate team members? Please send them to youbelong@awana.org. We'd love to hear from you!



YOU BELONG