

Placing Volunteers Never Works, So Try This

Last week on the [My Ministry Breakthrough](#) Podcast, [Todd Adkins and I discussed](#) a bit of the difference between **just placing volunteers** in ministry positions and **truly developing leaders** for ministry roles. It got me to thinking... how would a church staff person know the difference?

Here are 12 signs you're just placing volunteers... not developing leaders:

1. The excuses of why they will miss this Sunday keep getting **lamer and lamer**.
2. Lots of people fill out a card, **next to nobody shows up** for your training.
3. Training keeps getting put off until *"things slow down"* and **never happens**.
4. No new ministry has been added, yet the **same number of vacancies exist** each year.
5. Your team **comes to you for answers** to every problem, even the most minute.
6. Not much gets done if **you're not around**.
7. You're **banking on the worship service announcements** to get you some more names.
8. You're proud of how much busywork you've **delegated**.
9. Everyone on your team has a **different definition of success**.
10. You have a ministry org chart but **no process** for existing leaders to take on a new responsibility.
11. It's easier to be **jealous or critical of success** in other ministries instead of celebrating it.

12.

You find yourself **dreaming of ministry somewhere else** and struggle to see a better future where you are.

It's not just wordplay, there is a difference between developing leaders for the long haul and placing volunteers to meet a ministry need.

Which are you REALLY doing?

To learn more, check out these great Leadership Development Resources:

[My Ministry Breakthrough Podcast Episode 4 with Todd Adkins of LifeWay Leadership](#)

[Leadership Development Video Resources from Mac Lake](#)

[Leadership Pipeline Coaching for Churches](#)

[Pipeline Conference in Nashville](#)

> [Read more from Bryan.](#)