



2025

Monday, August 18,
6:30-7:45 p.m. PDT

“Expanding Your Volunteer Network: *Connecting the Other 80%*”





OUR SPEAKERS FOR THIS EVENING

Kristina Mehas



Fr. Chrysanthos Kerkeres





“Expanding Your Volunteer Network: *Connecting the Other 80%*”

Topics for Tonight

1. Volunteering in the Context of our Orthodox Faith
2. Assessing Current Ministry Culture
3. Understanding Why Most Parishioners Aren't Yet Engaged in Ministry
4. Practical Steps to Connect and Empower the Other 80%
5. Simple Strategies for Inviting, Mentoring and Celebrating New Volunteers



EXPANDING YOUR VOLUNTEER NETWORK





WE ARE CREATED IN HIS IMAGE



“God created man in His image...”

Genesis 1:27



JESUS CAME TO SERVE

“You call Me ‘Teacher’ and ‘Lord,’ and rightly so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet, you also should wash one another’s feet. I have set you an example that you should do as I have done for you.” ~

John 13:13-15





JESUS CAME TO SERVE

“I did not come to be served but to serve.” ~ Matthew 20:28

“You call Me ‘Teacher’ and ‘Lord,’ and rightly so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet, you also should wash one another’s feet. I have set you an example that you should do as I have done for you.” ~

John 13:13-15



“As you did it to one of the least of these my brethren, you did it to me” (Matt. 25:40).



WE ARE ALL CALLED TO SERVE

Expanding Volunteer Network = Fulfilling Our Calling to Serve

Every human being is:

- **Called** – to serve (John 13:13-15)
- **Gifted** – with unique abilities (Romans 12:4-8)
- **Needed** – in the body of Christ (1 Corinthians 12:12-27)



LEADERS ARE CALLED DISCERN, ENCOURAGE & REJOICE

“The most basic task of the Church leader is to discern the spiritual gifts of all those under his authority, and to encourage those gifts to be used to the full for the benefit of all. Only a person who can discern the gifts of others and can humbly rejoice at the flowering of those gifts is fit to lead the Church.”

-St. John Chrysostom





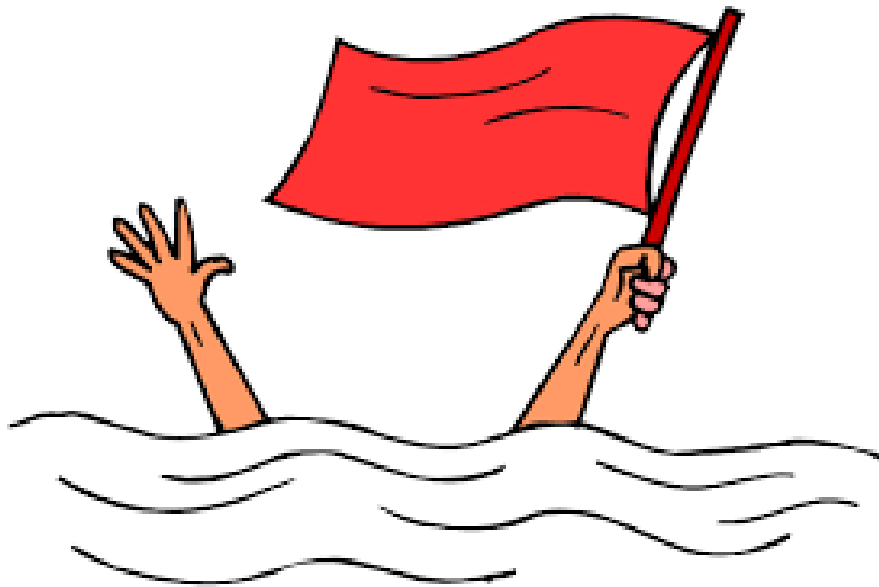
ASSESS MINISTRY CULTURE

1. Welcoming
2. New Ideas
3. Shared Ministry
4. Volunteers
5. Recognition





RED FLAGS of a CLOSED CULTURE



“We’ve always done it this way.”

The same people do everything.

New ideas get shut down.

Micromanagement or fear of delegation.

People serve but don’t grow.



HELP CHANGING CULTURE



Steve Tibbs
St. Paul, Irvine CA
OPL Ministry Lead
Strategic Planning,
Leadership Development,
& Capital Campaigns



Steve Pappas
St. Anthony, Pasadena CA
Parish Health & Revitalization
Metropolis Monthly Webinar
Coordinator



Dimi Sakelarios
St. Anthony, Reno NV
"2x2" Coordinator &
Strategic Planning



Peter Panagis
St. George, Prescott AZ
"5P" Ministry
Effectiveness



BARRIERS TO ENGAGEMENT

Barrier

1. They've Never Been Personally Asked
2. They Feel Unqualified
3. Fear of Commitment/Burnout
4. No Clear Entry Point

What It Reveals

1. Need to Feel Seen & Invited
2. Doubt Worth or Readiness
3. Fear Being Stuck or Overused
4. Willingness but Lack of Clarity Around Where to Start

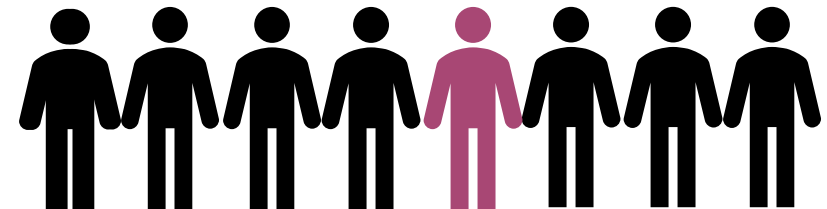


5 STRATEGIES TO ENGAGE THE OTHER 80%

Strategy 1: Make it Personal

Actions:

- Train ministry leaders to personally invite people
- Use “I see you” language
- Keep a running list of potential volunteers



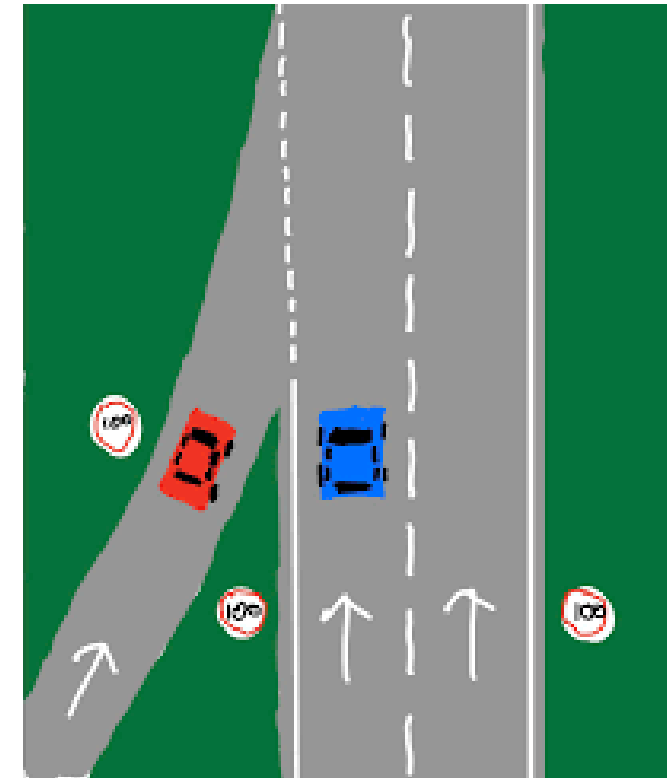


5 STRATEGIES TO ENGAGE THE OTHER 80%

Strategy 2: Simplify the On-Ramp

Actions:

- Offer “First Serve” Sundays
- Create Short-Term Trial Roles
- Let People Shadow or Assist





5 STRATEGIES TO ENGAGE THE OTHER 80%

Strategy 3: Tell Better Stories

Actions:

- Share 1-Minute Volunteer Stories (Live or Video)
- Social Media Spotlights: "Why I Serve"
- Interview Volunteers Live





5 STRATEGIES TO ENGAGE THE OTHER 80%

Strategy 4: Match People to Their Gifts

Actions:

- Use Gift + Passion Discovery Tools
- Ask Discovery Questions
- Build a System to Track Interests





5 STRATEGIES TO ENGAGE THE OTHER 80%

Strategy 5: Equip Through Guided Experience

Utilize the 3-Step “Shadowing Ladder”:

- You Do, They Watch
- You Do It Together
- They Do, You Watch





BUILD A CULTURE, NOT A VOLUNTEER LIST

Recruiting → Calling Out Purpose

'Help Us Out' → 'Live Out Your Calling'



Filling Slots → Nurturing Spiritual Growth in People