

Volunteer Equity



Please print these pages and complete them as you go through the eLearning course.

What you will learn:

How to demonstrate partnership through the following:

- The definition of Volunteer Equity
- Four ways to improve Volunteer Equity

Definition

Fill in the blanks as you complete this section of the course.

1. Volunteer Equity is the _____ an organization possesses based on _____ and _____.
2. Volunteer Capital = _____.

Reflection Question

List some ways you believe your team members could be more effective. _____

Four Specific Ways to Increase Volunteer Equity

Fill in the blanks as you complete the course.

Increase _____.

(Note: The other three ways to increase volunteer equity will be explained later in the course.)

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High Impact Alignment

Fill in the blanks as you complete this section of the course.

To increase alignment, an OCC leader must build a _____ with each individual and _____ each team member to see their crucial part.

The Six Steps for Building High Impact Alignment

Fill in the blanks as you complete this section of the course.

1. Alignment to you as a _____.
 - a. _____ are central to transformational volunteer ministry.
2. Alignment to the _____ and _____.
 - a. Make sure each volunteer _____ with the team.
 - b. Make sure that they are connected to other _____.
 - c. Make sure that they are excited about the _____ and _____.
3. Build alignment to the _____.
 - a. Volunteers greatly benefit by seeing their _____ connection.
4. _____ Team
5. _____
6. _____ Values
 - a. Volunteers will be the most _____, the most _____, as they see their work in OCC as fulfilling their _____ and their part in the global work of Jesus Christ.
 - b. If you can encourage each team member to align with the greatest _____ values and encourage them to grow in their _____, this will bring the greatest joy and the most effectiveness.

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Reflection Question

In your own words, explain how High Impact alignment increases volunteer equity? _____

Four Ways to Increase Volunteer Equity

Fill in the blanks in the statement below as you complete this section of the course.

1. Increase High Impact alignment.
2. Encourage the _____ of every _____
_____.
 - a. Ways to encourage spiritual growth:
 - _____ together
 - Encourage _____ of God's word
 - Encourage _____
 - Encourage commitment to the _____
3. Increase _____ of each _____.
 - a. Translate the _____
 - b. Encourage volunteers to attend OCC _____.
4. Improve the _____ of each team member.

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Improving Competencies

List ways you can improve competencies for each of the following ministry roles:

Church Relations Team Member: _____

Prayer Team Member: _____

Media Support Team Member: _____

Drop-off Team Leader: _____

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Essential Activities

Essential Activities (below) and Elective Practical Exercises (found on the next page) are ways for you to apply what you are learning in your Leadership Development Program coursework in real time, gaining “on the job” experience as you develop in your leadership role. These activities and exercises help align the tasks you would already be doing as a leader volunteer with what you are learning in the program.

Below you will find a list of Essential Activities to work on with your regional point of contact that relate to this particular course and your overall ministry as an Operation Christmas Child leader volunteer. You should complete each of these activities. On the next page you will find a list of Elective Practical Exercises.

- In your workbook, you were asked—
 - To list some ways you believe your team members could be more effective. Share your response with your regional point of contact and talk about ways to increase each of your team members’ effectiveness.
 - To list ways you can improve competencies for the following ministry roles: Church Relations Team Member, Prayer Team Member, Media Support Team Member, and Drop-off Team Leader. Talk with your regional point of contact about the things you listed. (ACs should make a list for each of these ministry roles. MCs should make a list for the ministry role on their ministry team.)
- Encourage team members to attend an OCC Connect Conference.
- Encourage the personal spiritual growth of every team member.
- (For ACs) Teach Ministry Coordinators how to more effectively recruit, select, and equip volunteers.
- (For ACs) At a leadership meeting, talk with Ministry Coordinators about ways team members can be more effective in each of the roles they serve on the Area Team and encourage them to share these ideas with their ministry team members. For example, ask your Church Relations Coordinator to show Church Relations Team Members how to more effectively call or affirm a church.

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Elective Practical Exercises

Review the Elective Practical Exercise below with your regional point of contact. You should be prepared to discuss the exercise at your next meeting with your regional point of contact.

- (For ACs) At a team meeting, highlight one way that each Ministry Coordinator has been effective in his/her role.