

# Volunteer Management Issues

## 1) Supervision

- *Has each volunteer been assigned a trained supervisor?*
- *Is an evaluation process built-in?*
- *Does the volunteer know where they fit in in the organization?*

## 2) Accountability

- *To whom is each volunteer accountable?*
- *What kind/ how much reporting is required? Is this clearly stated?*

## 3) Conflict Management

- *What is the chosen method of conflict management?*
- *Are people trained in use of .came?*

## 4) Appreciation/Recognition

- *How will volunteers be appreciated and recognised?*
- *Is this uniformly carried out?*
- *Are ministries outside-the-walls included in the recognition?*

## 5) Too Many/Not Enough Volunteers?

- *What action will be taken if there are too many or not enough volunteers?*

## 6) Training

- *Task Training? Background Training?*
- *How much training is enough, but not too much?*

## 7) Placement

- *What process is used to place candidates in positions that best suits their needs and that of church?*

## 8) Record Keeping

- *Tracking activity, needs, legal records. Access to names, addresses, and phones.*

## 9) Recruitment

- *Will recruitment be done on a primary call, once-a-year basis? When?*
- *Will the recruitment process be centralized?*