

## *Trends in Church Volunteerism: A Beginning*

<b>THEN</b>	<b>NOW</b>
<p><b>WHO:</b> Women made volunteering their “profession” since they rarely worked for pay and were not considered for ordination.</p>	<p>Volunteer force is generally gender-balanced, although power roles may still be more likely assigned to men.</p>
<p>Men volunteered on advisory boards, anything to do with money.</p>	
<p><b>TERM:</b> People held jobs in churches for very long times: positions became their identity.</p>	<p>Short term/episodic volunteering popular; harder to get a long term commitment.</p>
<p><b>COORDINATION:</b> Priest was de facto the volunteer director: kept needs of congregation and people in his head, and asked people to do significant work. Meant that guilt was often the motivator for saying yes, and certainly was used to recruit.</p>	<p>Volunteer ministries now often have designated volunteer or paid volunteer coordinators or volunteer engagement coordinators.</p>
<p><b>PLACEMENTS:</b> Traditional roles (advisory board, wardens, president of WA/ACW) drew those with perceived (by self and others) leadership skills (and leadership here is meant having authority, being a boss).</p>	<p>Focus is more on discernment of individual gifts and finding ways of having them used to God’s glory rather than filling leadership positions, although that is still an important element of that discernment.</p>
<p><b>MOTIVATION:</b> Filled with oughts, shoulds, and guilt.</p>	<p>Spiritual growth, discernment of gifts, will to serve, fun, model to one’s children and grandchildren, being a real part of Christian community, giving back.</p>
<p><b>POWER:</b> Power was grasped and kept by a small group; power was often snatched back by the priest.</p>	<p>Volunteers expect power to be shared; they expect to fully participate in decision-making.</p>