

The Relationship between Efficient Leadership & Volunteerism

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by

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Chapter One: Introduction

Research Problem Statement

This paper is designed to help identify the best leadership styles that would be a level for volunteers. It is geared to help pastors of small churches dependent on volunteers to help run the Faith-Based organization.

History of the Problem

Due to the limited and uncertain financial resources, many small churches may have, attracting hired professionals for leadership positions would be ideal, however, unobtainable. The reality that finances might be the more significant issue that small churches have is a solid argument, but I present that the church would not generate income without people filling the pews. The same people that fill the pews; churches utilize to build and operate the ministries to attract more people to obtain greater finances. These people I am referring to become "volunteers." These volunteers might fill the void and be effective for the short-term but may be ineffective and even a liability for the long-term.

As a Senior Pastor of a small church that depends on volunteers for it to function in a larger capacity, I have felt the burden of creating programs that would reach the needs of the current congregation and the community. For the most part, this has been a challenge since I could not keep up with the regular duties of pastoral ministry; counseling, visitations, Biblical studies, and Sermon preparation and delivery, all while providing group activities and appropriate content for the different groups within the church. Larger churches with a bigger budget may have the resources to hire skilled professionals in concentrated areas of service that would give their very best in helping to grow the church. However, smaller churches are more apt to recruit congregation members for leadership positions due to financial restraints.

Volunteering is an excellent way for people to give back with their time and energy to benefit someone else. Volunteering does provide a certain satisfaction for many in different ways; for one, it allows skilled professionals to utilize their skills at greater capacities to impact their community. The only downfall that I have experienced is that the volunteers may not entirely be dedicated for extended periods because it is voluntary. Some may have careers or employment, have family responsibilities, and may not have the extra time to commit themselves to volunteer. At the same time, others may not want the full responsibility to be a leader and settle for a secondary or behind-the-scenes position, where they do not have to compromise themselves or be accountable to anyone else.

Purpose Statement:

The purpose of this study is to identify if there is a correlation between a particular leadership style and volunteering.

Setting of the Study

The research and study would be recorded surveys distributed to over fifty Faith-based inner-city organizations in NYC. The membership of said churches ranges from twenty-five to over one hundred members. All the churches operate under a hierarchal structure formed of a majority of unpaid volunteers. All churches are Hispanic-led, with the basis of their congregations of Hispanic origins. The participants consist of Males and Females, from the ages of 16 to about 65. A percentage of the participants have either a College education or certificate in Theological Studies.

Significance of the Study

This research will contribute to the small Hispanic churches, which usually run the church like a mom-and-pop shop.

There are usually no titled positions such as – Church Business Administrator or numerous pastors in a congregation; for example, Pastor of Music, Youth Pastor, Education Pastor, etc. The customary is that an unpaid volunteer usually holds those positions without the pastoral title. The study will help these pastors identifying the type of leadership style they need for the diverse work.

Personal Involvement

Senior Pastors for many years have recruited volunteers to lead in different areas of ministry in the church. Due to the experience and lack of training or simple people skills, the Senior Pastor has had to put out fires the volunteers have lit and then rearrange roles with other leaders to try to find the right fit. This study would eliminate much of the test and fails and effectively situation leaders in their rightful place.

Research Question

Is there any correlation between leadership styles and volunteering?

Hypothesis Statement(s)

- The problem lies in that many volunteers have not identified the type of leaders they want to be, nor have they served according to their strengths. Pastors within my demographics do not inquire or request an application or resume of the volunteer's history but select them in good faith.
- H1. There is a relationship between Leadership styles and Volunteerism.

Summary

- This paper is designed to help identify the best leadership styles that would be a level for volunteers. It is geared to help pastors of small churches dependent on volunteers to help run the Faith-Based organization. For the most part, all small churches are dependent on volunteers to help the Senior Pastor operate the different sub-ministries within the church's overall ministry. From high-level positions such as members of the Board of Trustees, Executive administrators, to Ministries such as Children's, Teen, Young Adult, College, Men and Women's Ministries, to name a few, are for the most part led by unpaid volunteers. This dependence on volunteers leads to positioning the right people in the wrong places at times. My goal is to help identify the different leadership styles that volunteers have to allocate them to be effective and flourish as leaders.

One of the topics we will be discussing is the role of the pastor and how they are crucial to helping volunteers serve effectively by modeling a leadership style of servant leadership. John Maxwell, in his book; *Developing the Leader within you 2.0*, quoting Zig Ziglar, states; "If you help people get what they want, they will help you get what you want". Maxwell draws across that as ministers; we have a heart for service; it should be a passion deep within. Those that volunteer should wish to emulate the same love to serve. The most hopeful statement I want to share is another point Maxwell points out; "Leader can be developed." Volunteers with guidance and mentoring can hone their leadership styles and be effective and thrive within the church's leadership.

References

Maxwell, J. C. (2019). *Developing the Leader Within You 2.0*. HarperCollins Leadership.

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