

# Retain



## Culture that retains

Creating team culture goes beyond serving at the actual service. It's about creating connections and building community among volunteers. When volunteers feel connected, they're more committed.

### How?

#### 1. Connect weekly

Connect Weekly is a weekly one-on-one. You don't have to do this with everyone every week, but with everyone over time.

Consider meeting with a different set of small group leaders after each Sunday night so that each small group leader gets a 15-minute meeting. You could set up a calendly and have leaders sign up for a time to meet you for lunch or coffee. Pick one meal each week and reserve it to eat with your leaders.

This time is designed to develop leaders who lead leaders. Multiply yourself in your best leaders. Train them in the processes we learned earlier and empower them.

#### 2. Gather quarterly

Gathering should be a fun thing. This could be as simple as going to Bojangles after normal programming on the last Wednesday/Sunday of the month. Some leaders choose to take turns cooking dinner after Sunday night programming and invite the other leaders to join them. People love to recruit others to do things they find community in. If you build community among your leaders, not only will they stick around, but they will also invite other people in.

#### 3. Train bi-annually

Intentionally train them on how to be successful disciplers. You can do this yourself, but also feel free to bring someone in to assist. I prefer a mixture of in-person training and making online resources available for them to continue to learn and grow. [Here is a list of youth ministry conferences](#) designed just for leaders. (Disclaimer: This list does not imply an endorsement of every conference or ministry; read through and choose conferences at your own discretion.)