

THE MONDAY MINUTE

marketing for the soul - coaching the life saving community

Monday Minute

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HOW TO FIND REPLACEMENTS FOR YOUR MISSING VOLUNTEERS



Every non-profit faces this problem: How to find the volunteers needed to supplement those positions that have failed to produce volunteers.

As a non-profit, 501 (c)(3) organization, none of us are qualified to receive “tax cuts” such as was seen in the Welfare to Work program.

Certainly, if the clients you serve are eligible for Public Assistance, then your agency should know about the benefits they can find and the resources for them. For every dollar the government invests in the lives of your clients, certainly, that is a dollar you have not had to raise to serve your client.

The GovBenefits.gov site lists by states details of each state’s programs. This is helpful information you need at your fingertips.

See: <http://usasearch.gov/search?input-form=simple-firstgov&v%3Aproject=firstgov&query=pregnant+women&affiliate=GovBenefits&x=36&y=13>

As the story goes, however, all these benefits will not replace your volunteers.

WHY IS THERE A SHORTAGE OF QUALIFIED VOLUNTEERS?

There is not one simple answer. Instead, I contend that the reason centers across America are facing a shortage of volunteers in 2009 is multifaceted.

MAIN REASONS WHY VOLUNTEERS ARE MISSING IN ACTION IN 2009

1. We have aborted them.

Think about it. When the first wave of abortions started in 1965 and then surged nationally in 1972, a wave of death has swept this land at a rate far greater than you and I want to believe. In as early as 1987, doctors working in Type I Juvenile Diabetes research reported to the First Symsung Symposium on the subject in San Jose, CA reported that as doctors who performed abortion, that “we know that we abortion five million a year in the United States.” That is staggering, but when we see the facts, we realize that number is true. . Knowing that actual data from Planned Parenthood’s own abortion consortium (CAPPS) reported in 1990 that their average center performed 2000 abortions a year while 20% of their then 100 clinics performed over that. Numbers like 14,000 in NYC, 8000 in Walnut Creek, CA, 4000 in Houston. During the 19980’s – 1990’s when there approximately 2800 abortion clinics operating, the number every one quotes even today is 4000 a day 1.5 million a year. Quickly do some math. Divide 4000 by 2800. What number do you get? 535 abortions a year per center???? Is there any clinic in America that could operate profitably on just 2 abortions a day? I don’t think so. Now Divide 5,000,000 by 2800 and what number do you get? 1,785. That is even lower than Planned Parenthood’s own actual numbers of their average centers. Thus, we have been aborting millions and millions of our own country’s population for 37 years. That suggests that we have reduced our 37 - 25 year old volunteers by an average 5 million a year. You cannot take 185 million people out of a population without feeling a major impact. As we as a nation have dropped below replenishment reproduction our population has only grown because of illegal immigration.

2. The spiraling downward, out of control economy.

The lack of people ages 25 – 37 mean a huge economic loss to this nation. As more and more people lose their jobs, lose their buying power and as inflation shoot gas prices 300% higher than normal, every person in America is faced with needing to work more. Thus, the cultural shift has forced more of today remaining 25-37 year old to work outside the home. Thus, both members are working leaving no time to volunteer.

3. Former volunteers have aged as babyboomer turned 60.

Volunteers who were very active in the 1980s and 1990s fell out of service in the 2000’s. Many have retired. Some have passed away. Others have fallen victim to disease and old age. Others, like me and my wife, have been thrown into adoption of our grandchild who is 8 years old as I write this while my wife and I are 62.

4. The narcissistic Gen X and Y population that follow the baby boomers are self focused

It will take a nationwide revival to turn the hearts of this generation back to the Lord. The great falling away as predicted in the Bible is happening as you read this report. New age occultic spiritism has swept this nation as is evidenced in Oprah’s rejection of Christ and embracing Tolley’s New Earth. America is a nation that saw 62% of the voting

population vote of a leftist socialist who is about to give us the largest trillion dollar deficit while giving a billion tax dollars to the abortion trade.

The problem is until you choose to shift your thinking, you are going to continue to face the shortage of volunteers. You will simply be swimming upstream against the flow.

The SOLUTION?

Think PAID STAFF!

Here's how:

1. Identify how many “employee’s” do you need?

What job do you want them to do? How do you envision this person helping you?

2. Plan how you will train and prepare this person for the job you want them to do.

Do you have a job description?

Do you have a Terms and Agreement that specifically covers your center’s operation?

Do you have spiritual mentoring or one -to-one training for young believers, new first time workers?

3. Plan to hire volunteer replacement staff for only 20 hours a week.

Your volunteer would not have benefits, withholding, vacation etc. Thus, this volunteer hire is to be hired at minimum or slightly above minimum wage. By hiring her for less than full time work, your organization will not be liable for all those hidden costs of having an employee.

4. Plan how you are going to cover all administrative costs of hiring the employee.

When will she get paid? Weekly, bi-weekly, monthly?

How much withholding does the law require you to withhold from her check?

How much additional workload will this hire mean to your accountant or bookkeeper?

5. Find a donation to cover her weekly expenses.

Lets say you pay her \$7.00 per hour for 20 hours a week. That’s \$140 a week.

Let figure in another \$15 for your bookkeeping staff or paperwork or withholding matching Thus, you need a donation of \$155 a week to cover her employment.

Thus a donor that would underwrite \$560 - \$600 a month. This could be raised through six churches each under-girding your ministry with \$100 a month support. This could also be raised by pinpointing your top 25 donors asking them to pray about increasing their support by just \$22.40 a month

What you have done is help someone in our population who needed that extra cash find a way to help you and your center while helping her own family.

6. Where can you find such a paid volunteer?

Certainly, I would start observing those who go through your recovery support groups. They are likely to be more thankful and appreciative for your ministry. They will likely want to help except that they have to work. Given the opportunity, they may make you a very worthwhile staff member. I have seen just such women volunteer, then join the center staff and then within a few years become the director.

The key is to not give up and think that you have to do everything around the center yourself. Share this vision with those you connect with. Let your churches and volunteers and other staff and of course your board of directors to know about this approach.



Your **BORD OF DIRECTORS** hold the financial responsibility for your center. Start with planting a seed within their hearts for raising these needed funds for hiring the replacement volunteers. Remember, the Bible tells us “we have not because we ask not.”

Thank you for listening to the Monday Minute and thank you even more for requesting this report. Tell your friends and peers about the Monday Minute.

FEEDBACK :

Let me hear from you concerning this report

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Thanks for listening to the Monday Minute.

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