

PAID OR VOLUNTEER? FACTORS INVOLVED IN HIRING

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In order to maintain a consistent practice in hiring and to prevent the proliferation of paying people for services within a volunteer organization, the following factors provide a decision-making grid for hiring or not hiring to a specific role. We should attempt to keep every role possible a volunteer position.

"If a volunteer can do it, a volunteer should do it."

THE LEADERSHIP FACTOR

We hire people to build ministries rather than to perform functions.

Example: We hire a Worship Pastor to build worship teams rather than to personally lead a worship service.

Key questions:

- *Does this role build leaders and mobilize volunteers?*
- *Does it multiply rather than add?*

THE SKILL FACTOR

We hire people when an essential function requires a significant level of professional skill that is in short supply or is unavailable from a volunteer.

Example: We pay a pedal-steel guitar player, but not a guitarist in a band.

Key questions:

- *Is this an essential function?*
- *Does it require a high level of competence?*
- *Is the skill in short supply?*

THE TIME FACTOR

We hire people when performing a particular function requires more time than a volunteer can legitimately supply and when the role cannot be broken down into smaller components.

Example: We pay a full-time receptionist in order to provide consistent responses to the public during the week when a group of different daily volunteers cannot.

Key questions:

- *Does this role require more time that one individual can give?*
- *Is it not possible to break up the task into smaller components?*