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Volunteered Labor

There are a number of issues that must be considered by the church leadership before allowing any church member to perform work on a church project. Initially, consider the qualifications of the individual or his firm to perform to the level of quality expected. Also consider the impact of having a disagreement over the performance of a volunteer.

Secondly, can the volunteer keep up with the schedule and not adversely affect the work to be performed by hired subcontractors? If subcontractors pull off the project while waiting for a volunteer to finish his work, it may be difficult to reschedule all the affected subs. This could also result in delays in project completion that could affect the construction manager's fee, as well as construction loan and permanent mortgage interest costs. If the volunteer or other subs pull off the job and can't be rescheduled, the church could incur additional costs and legal fees of firing and hiring other subs to complete the work.

Another concern is the effect that working this "second job" may have on the volunteer himself. While workers often do "bond" with other church brothers during the project, the time away from family, the fatigue, and the pressure of other responsibilities can take its toll.

The church should also fully understand the impact that volunteered labor may have on church liability, insurance, and construction warranties.

While some volunteer work may benefit the church, caution and wisdom should be exercised in this area.

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