

Recruiting Volunteers

For Children's Ministry



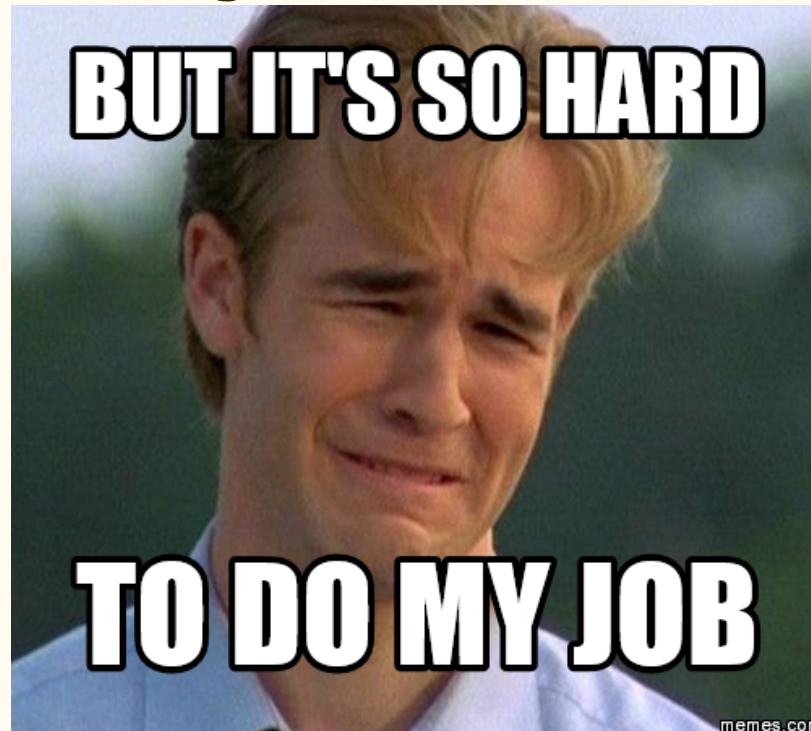


How often do you have to post this type of message in your church newsletter or bulletin? How often is the word “desperate” attached to this request?

We could post this every week because the need is ALWAYS there!


Volunteer recruitment is one of the most important jobs you have, because you physically can't do every job that needs to be done!

It's also one of the most difficult jobs you have!

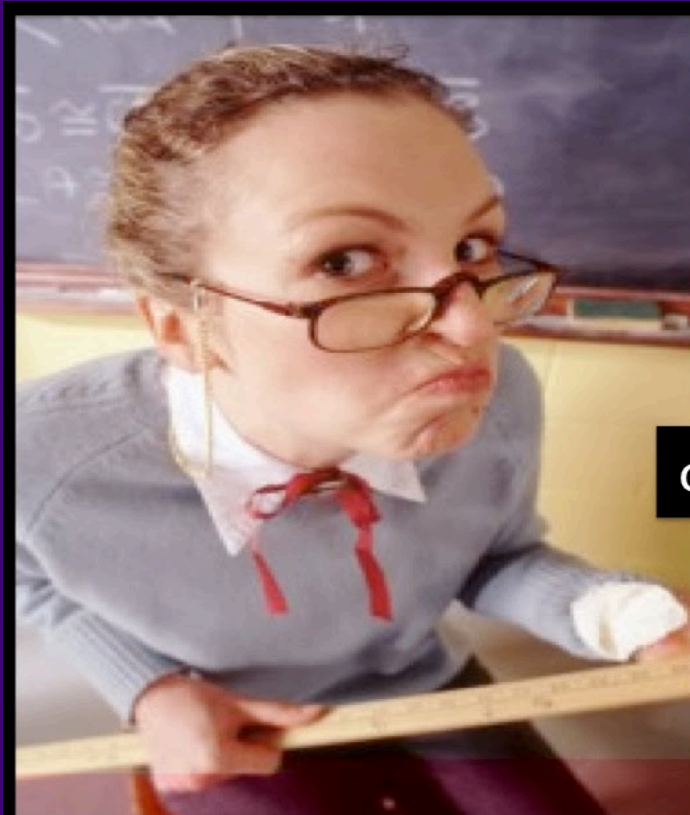


Questions that you (and the volunteers) will ask?





Who Makes the Best Volunteer? (Can I really do this?)



or



- Many children's ministers fill volunteer spots based on the "butt in the seat" philosophy.
 - If I can fill the position with SOMEONE, then that's better than NO ONE! If a warm body is present and in place, then my job is finished! WRONG!!
 - Don't fill the position with someone who doesn't have a passion for what you're recruiting them to do. You will regret it and the volunteer will not be fulfilled and content in their service.
 - Purposefully seek volunteers who have the same goals and mission that you have as a leader. Don't send out a broad statement begging for people
 - Talk with potential volunteers and discover what their passion might be. Get to know their desires and where they want to serve. PRAY! Ask them to do the same!

- The best volunteers may be people you've overlooked in the past. Broaden your search!
 - Parents often are the first go-to people because they do understand and work well with children, however, we need to “think outside the mom & dad box!”
 - Grandparents make excellent volunteers because they generally have time, patience, wisdom, and understanding on how to work with children. They are great to recruit to help with special projects, work in the nursery, VBS, short-term roles.
 - Don't eliminate the single folks in your church as volunteers because they often are looking for specific places to serve.
 - Couples who are empty nesters may be looking to be involved in children's ministry because they are missing their own children.

- The best volunteers may be people you've overlooked in the past. Broaden your search!
 - College students and older youth have the energy to devote to children!
 - Don't overlook past volunteers who have served in children's ministry and had a positive experience.
 - Keep a master list of volunteers who serve in specific areas.
 - Ask children's ministry volunteers to write down their positive experiences and then ask them to share that with someone who might have an interest in serving in children's ministry.
 - DON'T BE AFRAID TO ASK SOMEONE WHOM GOD IS CALLING YOU TO ASK!

- Many children's ministry volunteers will question their ability to perform the task, position, or function that you're asking them to fill.
 - Be sure to encourage your volunteers as they are deciding whether or not to serve. Tell them the qualities that you've seen that makes you confident in your selection of them.
- Don't belittle or berate someone for their hesitation to serve. Don't pressure them.
- Give them time to pray! Nothing will turn away a potential volunteer like feeling pressured to say "yes" when they aren't sure!



**What are you recruiting the
volunteers to do?
(Will I have to change diapers,
clean a bathroom, or preach?)**



- Give volunteers very clear expectations of the job you're enlisting them to do.
 - Create job descriptions for the various positions that you're responsible for filling.
 - Will they have to bring their own supplies?
 - What are you expecting the desired result to be?
 - When do you need them to start?
 - What do you need them to do while they are there?
 - Who will they be working with and what are their ages?
- Help your volunteers see the overall picture of your goals.
 - Create a mission statement and share how they can be a part of the mission.



**When do we need the
volunteers and for how long?
(Is this a life-long sentence?)**



- Volunteers want to know the exact time commitment they are being asked to fulfill.
 - Give volunteers a definite time period of their commitment.
 - People are BUSY and they want to know how long they are needed and wanted for a position.



**Where are volunteers
needed the most?**



**Why do you need to recruit
with a purpose?**



How do you recruit the best volunteers for the positions you have available?