

Enlisting Workers

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Why people don't volunteer? You have probably heard just as many excuses as I have. Here are a couple of ideas to consider and a five step process to help you pace yourself and consider your options.

Communicate your passion or vision for the ministry as the leader. People want to follow someone who sees a brighter future. Next, ask if there is something you need to change in the program. Retooling a current program or schedule might breathe new life into your current situation. Consider what is being required and break down large responsibilities so more people may be involved. Recognize the varied lengths of service and who might fit those best.



Different Enlistment Needs

- Sunday School – weekly for one year
- Weekly programs (school year or summer only)
- Rotation schedule like ETC, every eight weeks (try to simplify the task and over communicate)
- Events, Camps, VBS – This is a great entry level to help and discover the reward of teaching kids.

Consider the ideas in these steps as you begin enlisting workers.

Step 1 – Plan Positive Publicity

Plan ahead and calendar when you will begin:

Sunday School– six weeks early, VBS –Emphasis Day in February, Camp –ask parents early so vacations can be scheduled, “What parents are up on they won't be down on.”

Church Secretary can help! Give her information so questions can be answered over the phone.

Step 2 – Make Enlisting Everybody's Job

Enlarge your circle of leaders to make a team. Your team will know more prospects than you alone.

Remember many hands make heavy work light. Others want to help so ask them. They are great supporters when they personally get to invest in the ministry.

Step 3 – Find the Right Person for the Job

Recognize people's desire and abilities and how that can benefit the kid's ministry.

Breakdown jobs for more people to be involved and include enlisting men as a priority.

How to make the enlistment contact:

Pray

Committee discusses & agrees (make a list in pencil)

Contact in person (if possible)

Explain the program/vision & define the need

Explain the job responsibilities and answer any questions

Set follow-up date (1 week), Accept “No” since it is better than a new teacher that quits in a few weeks

Step 4 – Provide Training

Tour classroom & resource room, explain curriculum & schedule, provide class roster & contact info

Model the job you want, encourage training events, give feedback, encouragement & support

Step 5 – Plan for appreciation

Your workers need to hear your affirmation. Notice the good work they are doing and thank them with a written card, texts and conversations with others.

