

VOLUNTEERS

Recruiting

What motivates people to volunteer?

Being called to a vision, not recruited to a need



People want to know *what* they are signing up to. If you recruit to a need you are more likely to get people who are volunteering out of obligation or guilt. People who are called to vision volunteer because they want to be part of something great—you get passion, not duty.

A culture of volunteerism in your church



Recruiting can be hard work if you don't have this culture in your church. And creating this culture is not just up to you—it needs to come from the entire leadership of your church. If this is missing in your context, talk to your leadership team and talk about to how to develop this.

They trust you as a leader



People will follow someone they trust and respect. Team culture and vision are both important elements. If you have a clear vision that is well communicated, it builds trust.

They know they will be valued, equipped, and resourced



This is team culture again. “This is what we do” is an important value and reinforces the idea that team members will be supported, looked after and cared for.

Practical Recruiting Tips

Pray



Praying for people and asking God to guide you in your approach is a good place to start. Ask God to show you who the faithful, available and teachable people are. Ask the Holy Spirit to open your eyes to those he wants you to recruit.

Relationships



We often think of recruiting as the thing we do at the beginning of the year. Recruiting can be done all year round. Use your networks and relationships to find people who are interested in children and families.

Approach people individually and connect with the potential volunteer. Meet with them to talk about their strengths, passions, and where they would best fit in your ministry. Look in all demographics—not just parents/teachers. The best Children and Families Ministry teams are intergenerational.

Safety



Follow your church’s policies and vetting procedures.