

Practically Speaking –What Works?

Whenever someone is involved in recruiting leaders or teachers there are a number of things that can be helpful. The following guidelines have proven useful to numerous leaders at various churches while keeping the above biblical guidelines in mind.

- It is critical to remember that more than one person needs to be involved with the task of recruiting. Many churches make the mistake of expecting one person to do all the recruiting for a given ministry. Using Sunday school as an illustration, it is important that all the existing teachers and Sunday school leaders disciple new teachers thus becoming involved in the recruitment process. Everyone is responsible to make disciples, not just the Sunday School Superintendent.
- It is advantageous to communicate the need for new or replacement teachers. Such people as the parents of the students, the various Christian education leaders and committees, people who will pray, elders, pastors and deacons should be informed of the need. It is very common to use such things as emails, handouts, the church newsletter and personal visits to adult classes to communicate what is happening.
- Developing a clear job description for the new teachers and leaders clarifies the responsibility of everyone involved. This should include a simple list of the duties of the ministry and the qualifications which are necessary.
- Prayerfully ask the Lord to guide you as to who and when you should recruit. This should be followed by a simple phone call and a personal meeting with the person to explain the ministry and give them a copy of the job description. The person should then be given time to prayerfully evaluate what you are proposing. Be aware that people tend to serve only as well as they are recruited.
- It is normally very good for everyone if the person being recruited has an opportunity to observe the situation where you are asking them to get involved. If this is not possible, a good substitute is a class with a similar age group or a similar type of ministry. One thing for certain is that the person should observe a positive situation with a teacher or leader who will help them to see how God is at work.
- Many people are reluctant to become involved as a teacher or leader because they lack an understanding of their responsibility or feel they will be left on their own. Therefore, explain to the person not only the support system which will provide them with assistance when they need it, but also, the curriculum that is to be used. Training is another important element to enabling new people to effectively serve.

- Within the New Testament there is presented a pattern of people not serving alone. There were multiple elders at the various churches, Paul included others with him on his missionary journeys and Jesus sent His disciples out two by two. When possible, the new worker should be linked to a more experienced person so as to benefit from a discipleship relationship. Again, this is the discipling process as described in 2 Timothy 2:2.
- Some churches have found having a recruiting table in the lobby as an effective way to not only recruit, but also to inform parents and the congregation about various Christian education ministries. At the table you can have samples of curriculum, job descriptions, training information and copies of policies and procedures.
- The use of a recruiting committee has helped many churches move ahead on recruiting workers for the harvest. This is normally a group of 3-5 people who help staff various ministries at a church such as VBS, Sunday school, clubs, youth retreats, etc. The committee may only function for a specific need such as VBS or may work throughout the year to care for all the recruiting needs of the church. In order for the committee to function successfully, they must have all the necessary job descriptions, copies of the curriculum and information on how to connect the potential worker with the appropriate ministry leader.
- Planning ahead is vital to good recruiting. Many times, things done in haste are regretted later. The spring of the year is not too soon to recruit teachers for Sunday school in the fall. And, beginning to recruit for summer VBS in January and February is also good planning.



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