



tips for youth workers

SEPTEMBER 2007

GETTING AND KEEPING VOLUNTEERS

The crunch is on to insure that everything and everyone you need is in place for Fall programs. The most important task in preparation is probably one that is disliked the most: **Recruitment**. The following are nine goals provided by Wes and Sheryl Haystead in their book, How to Have a Great Sunday School. See how these goals will apply to your area of ministry.

Goal 1 – Make Recruiting Everybody’s Business – it’s important for everyone involved in children and youth ministries to support, encourage and pray that potential workers will be willing to accept the invitation to become involved in ministry. Not everyone will be responsible to do the actual recruiting, but they should be willing to help out where needed.

Goal 2 – Plan Positive Publicity – present your ministry in a positive light. Share what exciting things God has been doing through the ministry, the benefits and rewards of being involved, the opportunities you have available, and share what excited workers have to say.

Goal 3 – Help Volunteers Know Their Jobs – it’s important that you clearly communicate what the job is and what is required of the person who accepts the ministry position. People want to know what they are getting into and what is expected of them.

Goal 4 – Find the Right Person for the Right Job – to be effective in recruiting it’s important to identify people who might enjoy being involved in your ministries. Then take the time to find out what their interests and talents are. From this point you can help them find a position that is of interest to them – not just fill a vacancy.

Goal 5 – Make the First Contact A Personal One – positive recruitment happens through positive contacts. Personally contact prospects by phone or mail. Invite them to meet with you so that you can share about the ministries your church offers. Identify why you feel they would be effective in the available tasks. Give them the specifics of the job, expected length of service, time required to fill the position on a weekly basis and invite them to pray seeking God’s direction in this area.

Goal 6 – Observation – The First Step – invite prospects to observe staff members who are effectively teaching and ministering. Give them guidance on what to watch for. Meet with them before and after they observe a ministry session. Then give them time to pray over their decision.

Goal 7 – Follow-Up – be prompt in following-up with a prospect. Let them know when you will be contacting them for a decision and honor that. This lets them know that you value them and their time. Be gracious of whatever response you receive, remembering that the prospect has spent time seeking God’s guidance in this area.

Goal 8 – Training Is The Key – when a volunteer makes a commitment to serve, training begins. Provide volunteers with a well-planned pre-service training program.

Goal 9 – Time for Appreciation – it’s important that as much emphasis be placed on showing volunteers appreciation as is spent on recruiting them. Keep your volunteers by letting them know you appreciate them and their time, ideas and service.

For additional resources order your copy of How to Have a Great Sunday School (ISBN 0830718265) by Wes & Sheryl Haystead from orderdesk@can.salvationarmy.org.