

# Engaging Volunteers in Ministry:

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*Session 3- Recruitment*



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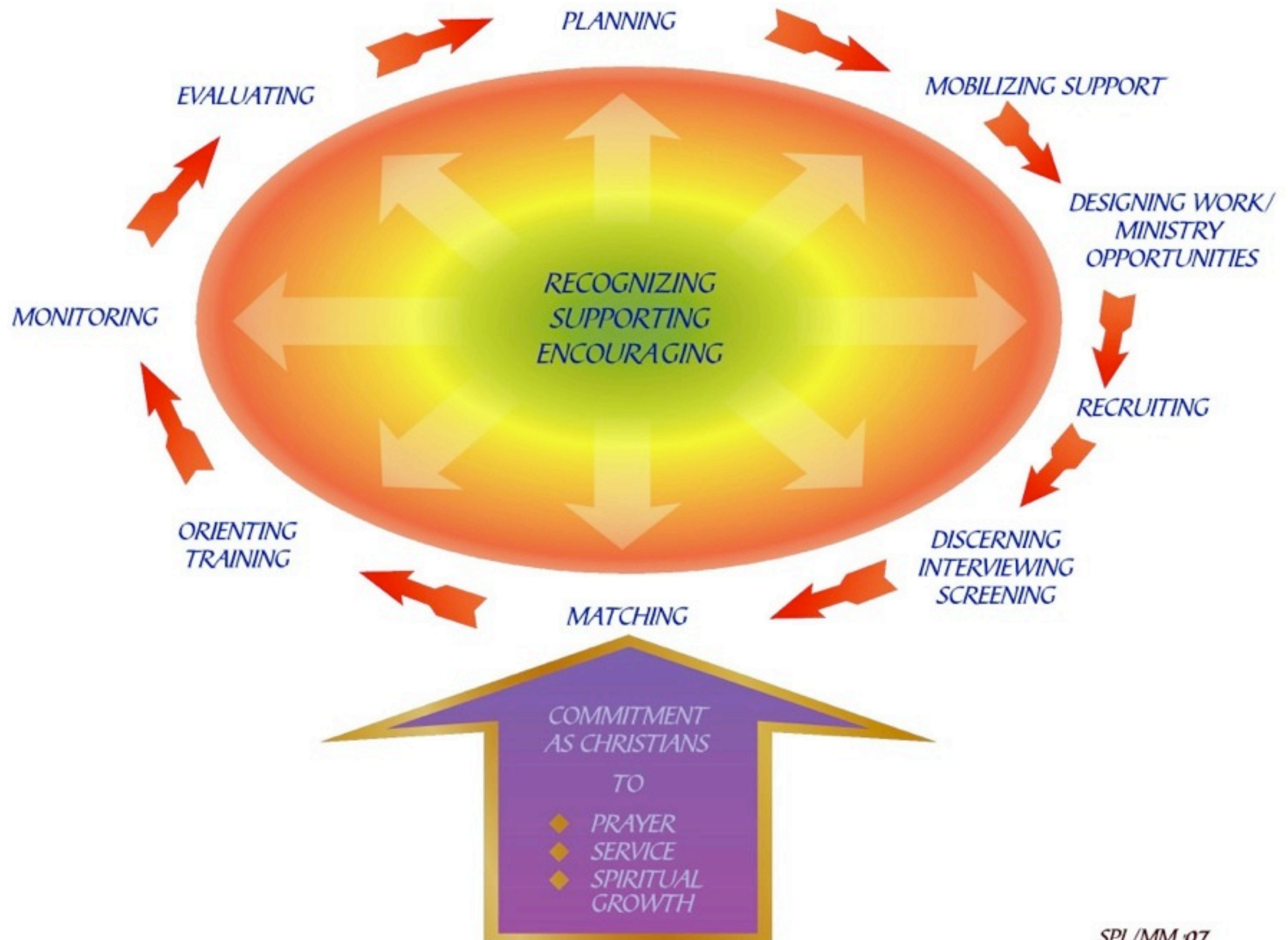








# *A VOLUNTEER LEADERSHIP CYCLE FOR CHURCHES*



*SPL/MM 07*



# *Purposes and Expectations*





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- *The principles and practices of successful recruitment*





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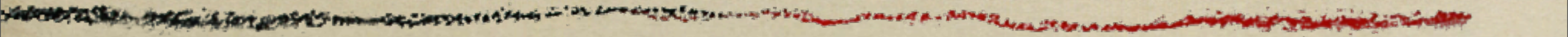
# *Purposes and Expectations*

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- *Targeted recruitment- appreciating the viewpoint of the potential volunteer*
- *Hints about interviewing*
- *Resources for the future*





# Why Prayerful Recruitment is Important





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- *Appropriate placement increases satisfaction, better performance in the work, greater sense of contribution in God's work*
- *Great placement means less supervision, fewer problems with getting the work done, greater likelihood of increasing commitment*



# Successful *Recruitment*





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- *Short term position or project work*
- *An assignment that is appropriate to skills, interests, time available*
- *Reassurance of support if there are questions/ mistakes*



# Techniques that Don't Work:





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- *Bargaining-if you do this, I'll promise you.....*
- *All this creates- lack of trust, resentment and ultimately, unsatisfactory performance!*



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# Learning How to Recruit: The Principles





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- *Be enthusiastic! The best recruiter loves the assignment they are trying to fill.*
- *Tell your story*



# Learning How to Recruit: The Principles 2

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- *Ask! Encourage a two way conversation with questions*



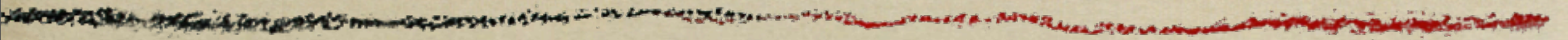
# The 5 Finger Exercise of Recruitment

- *Describe the issue in human terms.*
- *Identify how the volunteer can help.*
- *Highlight the benefits for the volunteer.*
- *Explain why you are asking this person*
- *Offer a specific assignment*
- *ASK!*





# Stepping Inside the Other Person's Shoes





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- *an unemployed worker*



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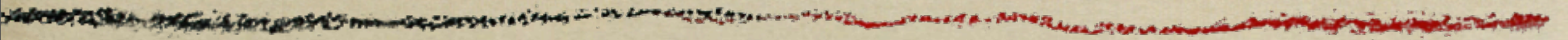
# Targeted Recruitment

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- *What skills, attitudes and knowledge do I seek in filling this position?*
- *Who in our congregation has these skills? Who is the best person to approach this individual?*
- *What can you offer this person? Look at their perspective!*



# What's Next?





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- *Link recruits promptly with specific project/ personal contact*



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- *Link recruits promptly with specific project/ personal contact*
- *Asking someone to mentor is the ultimate in recognition!*
- *Welcome the new recruit personally to next event/ introduce and validate*



# The Importance of Interviewing





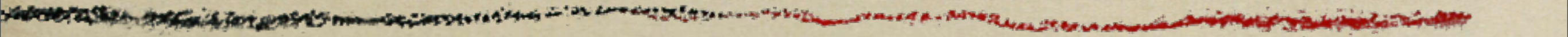
# The Importance of Interviewing

*Interviewing is the thread that ties together recruitment, coaching, evaluation and the effective management of poor performance*





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- *Don’t make judgments too early*
- *Outline next steps, with timelines*
- *Do any necessary follow-up promptly*





If you have questions  
or comments about this  
Session

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# Questions and Comments



# Resources:

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- Volunteer Leadership Series, Group Publishing, Loveland, Colorado. (order through Augsburg Fortress, [www.afcanada.com](http://www.afcanada.com)), Marlene Wilson, Editor
- ParishWorks, ABC Publishing, Toronto, available from Augsburg Fortress, by Ward McCance
- [www.BuildingChurchLeaders.com](http://www.BuildingChurchLeaders.com)



# Summary:Engaging Volunteers in Church Ministry

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- *The theological principles to build on*





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- *Discerning gifts*



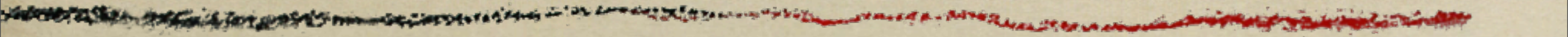
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- *Basic tools to assist in planning and implementing:*
- *Ministry position descriptions*
- *Discerning gifts*
- *Recruiting and interviewing*



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- *As a congregation, pray for volunteers*
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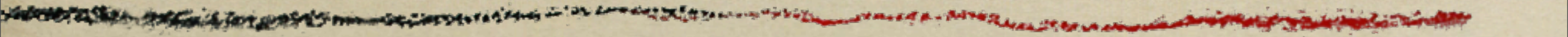


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- *Listen to suggestions, complaints and compliments*
- *Handle problems quickly*



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- *Engaging Volunteers in Your Church's Ministry*
  - *[www.anglican.ca/gifts/ministry-webinars](http://www.anglican.ca/gifts/ministry-webinars)*
  - *Leaders: Marilyn MacKenzie, Suzanne Lawson*