

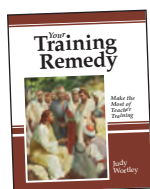
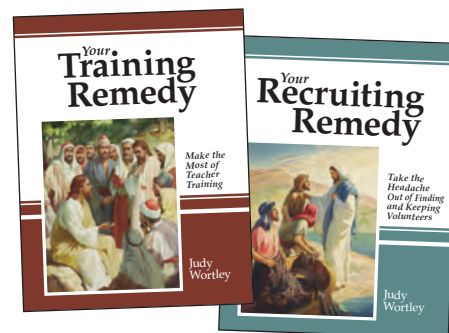
Leaders
Teachers

Invigorate Your Volunteers

RECRUIT, EQUIP, AND ENERGIZE CHILDREN'S WORKERS

Contrary to popular opinion, every Christian is eager to serve Christ. All believers genuinely want to honor their Lord and to receive His words of affirmation, "Well done, good and faithful servant" (Matthew 25:21). Many individuals in your church are willing to use their gifts to shepherd and train your lambs—but some Christians do need a "holy nudge" to stir up their passion for ministry.

*Author Judy Wortley field-tested these strategies in local churches. They really work! As you follow the principles from her two books, *Your Recruiting Remedy* and *Your Training Remedy*, you will soon see that recruiting and training volunteers is no longer an ominous task. Get ready to experience victory in this essential area of ministry. Prepare your people to serve their Savior!*



YOUR TRAINING REMEDY

Make the Most of Teacher Training

A consistent and well-planned program of teacher training is your most effective tool for motivating, encouraging, and informing your volunteers. You will avoid "burnout" and inspire teachers to be and do their best!

1. Discern What Your Teachers Need

Embrace these five purposes and your training meetings will flourish: imparting vision, building a team, encouraging, socializing, and equipping. Believe in what you are doing so much that nothing dissuades you from planning and preparing. You'll design such exciting meetings that your workers will look forward to each one!

2. Determine Your Approach to Training

Your number one training goal is to give your workers confidence to mentor children. When volunteers possess confidence, teaching children becomes a lifestyle—often resulting in a lifetime of dedicated service.

3. Plan Your Training Year

A monthly training calendar for the entire year will enhance your volunteers' anticipation of fun and rewarding sessions. Talk up your desire to hold consistent training meetings. As you plan, let your creative juices flow!

4. Elevate Your Workers' Expectations

Your initial meeting sets the stage for future success. Plan your first session together to include plenty of volunteer involvement. Just as children need to be actively involved in the learning process—so do adults! Treat your volunteers as students—learning how to become teachers.

5. Launch Your First Meeting

Nervous about beginning your training? Rest easy—your ministry is in God's hands. Reflect on these insightful words from Alan Redpath: "Our God has one great and burning passion upon His heart. It is to find a man here, another there, a woman here, another there and so fill them with His Holy Spirit that they may become channels through whom He can do what He plans to do" (*Victorious Christian Service*). **Plan well, prepare well, and watch God do the work!**

(Download the entire contents of Your Training Remedy at DiscipleLand.com/training)

DiscipleLand
Children's Ministry
Tools

by Mark Steiner,
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YOUR RECRUITING REMEDY

Take the Headache Out of Finding and Keeping Volunteers

Do you suffer from "Recruiter's Headache"? Symptoms include arm twisting, begging, apologizing, flattering, bribing, and cajoling. Take a fresh look at the recruiting process to find techniques that will work for you!

Part I: Prepare for Success

1. Establish a Children's Ministry Philosophy

Discover how to summarize your ministry philosophy in one memorable sentence! This potent statement will become a rallying cry for your staff, volunteers, parents, and children.

2. Assess Your Personnel Needs

Determine your *real* staffing needs. An out-of-control class may not need more teachers or different teachers. Identifying specific needs is a key to your recruitment efforts.

3. Seek God's Guidance Through Prayer

Throughout the day, ask God to prepare hearts for His work! Expect the Lord to show you the exact person to fill a particular need. He is faithful to supply!

Part II: Recruit the Very Best

4. Enlist a Team of Recruiters

Recruitment is everybody's job! Your entire staff will learn to help you identify those whom God is calling to volunteer.

5. Develop a Parent-Helper Program

Learn to build firm commitments so parents will enthusiastically support your children's ministry. Give parents a positive experience via "Parent of the Week."

6. Initiate a Church-Wide Campaign

Your church-wide recruitment effort will raise the vision for children's ministry. Select a theme, Scripture verse, or slogan guaranteed to draw people together and set the stage for your recruiting efforts throughout your church.

7. Expect People to Say "Yes!"

Volunteers need security in knowing what's expected of them. You will develop an information packet that clarifies expectations and sets the stage for successful experiences.

8. Introduce a Junior-Helper Program

Most teens are overlooked and under utilized. Your well-planned teacher's assistant initiative will build teens into effective workers—strengthening children and youth!

9. Champion Your Children's Ministry

As a follower of Christ, you have the opportunity to rescue children from the lures of today's secular culture. Your ministry will have a profound effect on individual lives as well as your entire church!

Part III: Support Your Staff

10. Cultivate a Servant's Attitude

Commit to selflessly serving your volunteers, contributing to their success. Get excited about finding ways to make others shine like stars!

11. Provide Solid Training

The well-trained volunteer who feels part of a very special team will be with you for the long haul. You can cultivate a "teach for a lifetime" attitude!

12. Practice Regular Communication

Your people will feel valued when they experience consistent, two-way dialogue. Establish appropriate channels to communicate ideas, concerns, and questions.

13. Give Abundant Appreciation

Show your gratitude for those who labor for the Lord "week-in-and-week-out" ministering to children. Your volunteers will reap the blessings!

14. Pray Daily for Your Team

Learn creative ways to faithfully support your team in prayer. Discover the joy and privilege of calling the names of your volunteers before the Lord's throne!

(Download the entire contents of Your Recruiting Remedy at DiscipleLand.com/training)

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DiscipleLand—Children's ministry curriculum, ideas, and discipleship resources for life.

This free Children's Ministry tool is provided for parents, teachers, and others who want to help make disciples for life!

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