

**“Everyone Needs Workers”
A Workshop by Russell Smith**

The “Do’s” and “Don’ts” of Recruiting

I. The “Do’s”

- A. Pray for God to show and to send you workers**
- B. Recruit based on vision**
 - a. Make a list of every ministry opportunity**
 - b. Have written ministry descriptions**
 - c. Learn the gifts/abilities of people**
- C. Clearly communicate your vision and expectations**
- D. Advertise your children’s ministry**
 - a. Brochures/Pamphlets**
 - b. Church Publications**
 - c. Video**
 - d. Website**
 - e. Big Days**
 - f. Ministry Fair/Ministry Exhibits**
- E. Recruit one-on-one**
- F. Involve parents**
- G. Encourage current workers to help with recruiting**
- H. Know your terminology**
- I. Consider all age groups**
 - a. Senior Adults**
 - b. Preteens/Teenagers**
- J. Consult your pastor about potential workers**

II. The “Don’ts”

- A. Rely on the bulletin or pulpit announcements**
- B. Use guilt or manipulation**
- C. Recruit someone who has attended the church less than 3 months**
- D. Recruit simply to fill a position**
- E. Pick apples off of other people’s trees**

Becoming A Worker

I. Application Process

- A. Biographical Information**
- B. Basic Beliefs**
- C. Personal History**
 - 1. Spiritual**
 - 2. Moral**
- D. References**
 - 1. Personal (at least 2)**
 - 2. Pastoral**
- E. Statement of Commitment**
- F. Authorization for Release of Information**
- G. Driver Application**
- H. Criminal Background Check**

II. Interview Process

- A. Vision casting**
- B. Purpose of involvement**
- C. Personal evaluation of potential workers**
- D. Previous experience**
- E. Gifts/callings**
- F. Strengths and weaknesses**
- G. Question and answer**

III. Orientation Process

- A. Introduction of leaders**
- B. Observation of classes/services**
 - 1. Acclamation to schedule**
 - 2. Acclamation to students**
- C. Active participation**

THE SIMPLE A.R.T. OF TEAM BUILDING

I. Building Your Team Through ATTITUDE

- A. The attitude you USE is the attitude you CHOOSE**
- B. The attitude YOU use is the attitude your TEAM will choose**
- C. The attitude you use will determine your OUTCOME**

II. Building Your Team Through RELATIONSHIPS

- A. Jesus and His Relationships**
 - 1. Jesus and the MULTITUDES (Mark 5:21, 24, John 6:1-2)**
 - 2. Jesus and the MANY DISCIPLES (John 6:60-67)**
 - 3. Jesus and the 12 (Mark 3:13-19)**
 - 4. Jesus and the 3 (Matthew 17:1, 26:37-38)**
 - 5. Jesus and JOHN (John 13:22-24, 19:26, 21:7, 20)**
 - 6. Jesus and PETER (Matthew 16:17-18, John 21:15-19)**

III. Building Your Team Through TRAINING

- A. Wise coaches understand the VALUE of training their players**
- B. Wise coaches ENGAGE their players in training (Matthew 10:1-16)**
- C. Wise coaches focus on teaching the FUNDAMENTALS then move to SKILL training**
 - 1. Leadership Principles**
 - 2. Hands-on Techniques**
 - 3. Teaching/Learning Styles & Methods**
 - 4. Safety/Legal Issues**
 - 5. Trends in Children's Ministries**
 - 6. Specialized Ministry**
- D. Wise coaches want to make each player outstanding at whatever position they play – Jim Wideman**

