

Mobilizing People to Serve Participant's Handout

Purpose:

Recruit and direct people into effective ministry.

Objectives :

- *Understand how recruiting influences effectiveness.*
- *Evaluate the skills of available personnel.*
- *Help people find fulfillment by using their gifts.*

I. Pre-Test

1. Most churches recruit volunteers in the following ways: (Rate 1-5 in order of preference; 1 being most frequently used method)

Most Frequently Used Methods		Most Effective Methods
	PULPIT ANNOUNCEMENT	
	FACE TO FACE	
	NEWSLETTER	
	PHONE CALL	
	LETTER	

2. The average church in America gives the following percentage of its members a chance to serve:
 - a. 10% - 20%
 - b. 60% - 70%
 - c. 35% - 45%
 - d. over 50%
3. What is not an adequate reason to encourage people to serve?
 - a. for personal spiritual growth
 - b. for congregational survival
 - c. for a sense of belonging
 - d. for numerical church growth
4. Who should church leaders seek to recruit into volunteer ministry?
 - a. uninvolved people
 - b. people with needed spiritual gifts
 - c. the faithful saints
 - d. people who are unequipped to serve

5. Which principle should govern work in the church?
 - a. Quality of ministry is more important than quantity of numbers.
 - b. A mobilized membership is more important in church growth than a dynamic pastor.
 - c. We are to be careful about asking people to work in the church because they are apt to neglect their families.
 - d. We must be careful about recruiting new people to serve in the church.

6. Our church members are probably best described as:
 - a. willing and able to serve
 - b. willing but untrained to serve
 - c. unwilling and unable to serve
 - d. unwilling but trained to serve

II. The Impact of People Serving

_____ = The church is in decline.

_____ = The church is plateaued.

_____ = The church is growing.

III. The Four Categories of Church Members

I	II	III	IV
Willing and _____	Willing and _____	Unwilling and _____	Unwilling and _____

The leaders' responses are directly tied to the workers' attitudes and abilities. The following table outlines the leaders' responses.

	Workers' Attitudes and Abilities	Leaders' Responses to the Workers
I	Believe and practice volunteerism and are capable	Delegate responsibilities and release the people to do the job
II	Want to participate, but do not have the skills to do the job	Train and equip them for the job
III	Do not want to serve and do not have the skills to do the job	Communicate what work needs to be done, why it is important, and why you want them for the job When they say yes, train and equip them
IV	Do not want to serve, but have the skills necessary to accomplish the job	Inspire by painting the vision for how they can play a vital role in the success of the program, activity, event, and the Kingdom of God

IV. Church Growth Concepts

A. What are the church growth concepts?

1. The number of people _____ in your church is critical to making a great impact for God in your community.
2. A _____ membership may be a more important factor in church growth than even a _____ pastor.
3. People should first be directed to become involved in _____, rather than in ministry to those who are already a part of the church.
4. Members are best _____ along the lines of their spiritual gifts.
5. People _____ to a captivating vision of their future church.

B. Why should church leadership be concerned about encouraging people to become involved in ministry through the church?

1. For _____ spiritual growth
2. For _____ spiritual growth
3. For _____ growth
4. For a sense of _____
5. To get the _____ done
6. To bring _____ to God
7. To strengthen _____

C. Whom should church leadership attempt to recruit into local church ministry?

1. _____ people
2. Faithful, obedient _____
3. The _____ and _____ person
4. _____ people
5. People who possess needed _____
6. People whose _____ do not include ministry

D. How are people best recruited into Christian service?

Most Frequently Used Methods

Most Effective Methods

E. How to Recruit Lay Staff

1. Decide the skills necessary, e.g. social, communicative, organizational, spiritual gifts.
2. Select the preferred leadership style of the prospective leader.
3. Pray about the available persons.
4. Determine the weekly or monthly time allotments.
5. Make an appointment with the person to meet you (in your office).
6. Inform them of the needs that can be met by their ministry.
7. Tell them what ministry you'd like them to consider.
8. Explain why you selected them and what processes you went through.
9. Estimate the time demands and the length of service.
10. Go over the job description with them.
11. Inform them of your confidence.
12. Make training available
13. Pray with them.
14. Ask them to pray about their decision.
15. Have them suggest a reasonable time to get back to you with their decision.
16. Keep a list of people saying "no" and why, for they may say "yes" at another time to another ministry opportunity.

Small Group Exercise

Work with your church team to complete the following:

1. What are the last three (volunteer) jobs your church filled?
2. How were the people for these jobs recruited?
3. How do you prefer to recruit people to fill church positions? Why?
4. For you personally, what is the most difficult aspect of recruiting face to face?

Action Planning/Reporting

Use the forms provided to complete a Leadership Survey of your church. You will identify those who are serving and their positions by listing those who attend but do not serve, and by determining the percentage of people involved in ministry.

Job	Members Names
Church Board	
NWMS President and Council	
NYI President and Council	
Musicians	
Committees	
Sunday School Classes	
Bible Study Leaders	
Ushers	
Greeters	
Caravan Workers	
VBS	
Quizzing	
Senior Adult Ministries	
Women's Ministries	
Men's Ministry	
Outreach	
Office Helpers	
Compassionate Ministries	
P.A./Sound/Tape Ministries	

Individuals Who Attend Church Regularly but Do Not Have a Meaningful Job

Leadership Analysis

Total number of regular attendees in my church. _____
Total number of people involved in at least one meaningful job. _____
Total number of people who are not involved in a meaningful job. _____
Total number of people who are involved in reaching out* to others. _____

*Persons involved in visitation, phoning, preparing newsletters, compassionate ministry, evangelistic Bible studies