

Recruiting Teachers and Helpers

“The 5-step Approach”

This takes 4 weeks

*There are at least five steps to getting and keeping a vibrant ministry staff in the new millennium. Many feel that those living life in the fast lane are unwilling to give the time to effective teaching. It is my firm conviction that they are not looking for **less commitment**. They are looking for **greater satisfaction** from whatever commitments they make.*

Step 1 - Always bathe your recruitment tactics in prayer for a month!

What would it do to you if I met you in the church hallway and said, “I’ve been praying for you by name for the last 4 weeks that you’d take on a certain responsibility.”

Suppose I told you that the Lord has impressed upon my heart to set aside time each day for the last month to pray for you, and I asked, “I’d like to sit down with you and talk about an opportunity for you to impact the lives of a group of people. May I come by your house to talk to about it.”

Step 2 - Ask to come over to the house to talk. Make an appointment to meet sometime within the next 10 days. Never ask for a commitment while standing in a church hallway.

Step 3 - During your appointment explain the opportunity in terms of benefits to the teacher, rather than benefits to you [the recruiter], i.e. “We need a warm body in the 7th grade girls class and you have a pulse. You’d be just perfect.”

Instead, how about saying, “These are three qualities a teacher needs to make an impact on junior high girls [#1 __, #2 __, #3 __] and I believe you have these qualities.” Then describe the impact a certain worker had on a student. Talk about curriculum, teacher training sessions, facilities, and materials. Tell them something about the spiritual progress of several of the students in the class. Have them contact the former teacher to talk about the previous year.

Make the job **BIGGER** not **SMALLER**.

[If you are recruiting a Bible teacher, remember] Teaching is not a one-hour-a-week commitment. It involves making a commitment to:

1. thorough preparation [2 hours often]
2. diligent prayer for each pupil each week
3. determination to spend time outside the class with the students one-on-one [perhaps an hour a week, or every other week, or once a month.] We’re not looking for teachers with less than this much commitment.

Leave sample teacher’s lesson prep materials, resources, and a list of the students’ names.

Step 4 - Tell them that you’ll give them a week to 10 days to pray about it and you’ll come back for an answer. Make an appointment and come back to the home. Never take “No” for an answer over the phone or in the hallway.

Step 5 - Promise them you will “do lunch” or stop in after classes from time to time to talk about their class. **KEEP YOUR PROMISE.**

Perhaps this will be the most rewarding part of the “recruitment process” for you. Promise them you will sit in on a class from time to time.

Burnout is not the problem. **Job satisfaction** is.

Your commitment to their success ramps up their probability of satisfaction.

Make a personal commitment to encourage each teacher by talking to him/her about what the Lord is doing through his/her work in the lives of those in the ministry. I am confident that if you are diligent in this process you will have workers finding greater satisfaction in their part of the work.