

DIRECTIONS

for Foursquare Christian Educators

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Recruiting and Retaining ... How does it happen?

One of the toughest jobs that you will experience as a Christian educator is recruiting... recruiting the right person for the right place for the right time!

Of a thousand pastors polled by Gallup, recruiting volunteers to serve in the church ranked in the top three most challenging assignments. Today, it is easy to understand why, and we could dwell there. However, as Abraham Lincoln once said when faced with a very difficult challenge, "We can either sit in the dark or light a candle." Let's together light a candle and SEE what can be done.

What did Jesus do in recruiting and retaining volunteers? Prior to commissioning His Disciples He instructs, "*The harvest truly is plentiful, but the laborers are few. Therefore pray the Lord of the harvest to send out laborers into His harvest*" (Matthew 9:37-38). This compelling and compassionate plea is foundational for developing a good recruiting plan. Effective "invitations" to serve begin and continue with prayer. Through sleepless nights, headaches, and frustrated plans this truth has been discovered. I have also discovered more effective volunteers on my knees in prayer than anywhere else. Prayer defines not only whose harvest it is, but that ultimately the Spirit of God is in charge of providing workers. In fact, three of His major activities in the life of a believer are related to voluntary Christian service.

1. FILLED TO SERVE. Jesus told the disciples to remain at Jerusalem until they received the Holy Spirit who would empower them to serve boldly and witness for the kingdom of God (Acts 1:4-8). Paul writes to the

Ephesians to be filled with the Holy Spirit. This filling would produce a willingness to submit to and serve one another (Ephesians 5:18,19,21).

2. GIFTED TO SERVE. Again, the Apostle Paul speaks of the spiritual gifts given to the church. These gifts come in the form of uniquely equipped individuals who are able to prepare God's people for their responsibility of building and strengthening the Christian community. Gifts are for edifying and building up the body of Christ (Ephesians 4:11-13). Spiritual gifts are not meant to be showcased for display but rather used for serving the body of Christ.

3. FRUIT TO SERVE. The description of the qualities of the "Fruit of the Spirit" (Galatians 5:22-23) is most fitting. A tree does not bear fruit so it can proudly proclaim that it has grown apples or oranges. The fruit is enjoyed, not by the tree itself, but by someone else who will eat and be nourished and strengthened. To fulfill its purpose, fruit is to be shared and consumed.

Without sounding too simplistic or light, there are unfulfilled Christians in the pew who just need to say "YES" to the mission of making disciples. Jesus in His commissioning words to the twelve said, "He who finds life will lose it, and he who loses his life for My sake will find it." The bottom line is "to get a life, you first must give your life!" This is why people who volunteer are unpaid not because they are worthless, but rather... **THEY ARE PRICELESS!**

Volunteer retention: Do better training and you will not have to do as much recruiting.

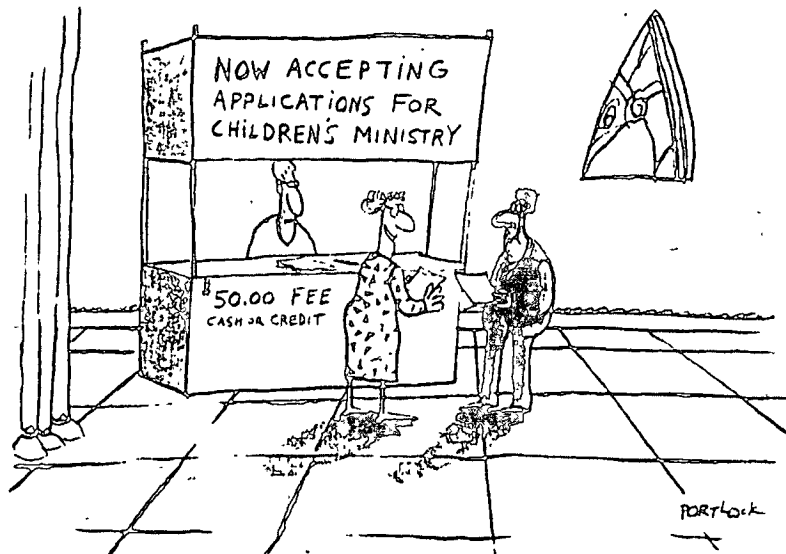
INVITED TO SERVE

Hints for recruiting:

- 1 Present the task as a challenge, and at the same time an attainable goal. It is the work of Christ so it should be regarded as a privilege and a responsibility.
(One denomination did a study and discovered 80% of the congregation did nothing in the service other than attending. If we used only 20% of our body we would be not very healthy. Thus a healthy church is a church who incorporates its people in service.)
- 2 Be enthusiastic and proud of your part in recruiting. Do not be ashamed to ask a person to serve the church.
- 3 State clearly the amount of time and effort required for the job. Know what qualifications are needed. Set forth certain standards, stressing the need for preparation.
- 4 Demonstrate the value of the opportunity to serve. ~~Never belittle the job with such comments as, "it won't take much time," and "there's really nothing to it."~~
- 5 Provide a basic and yet complete job description or ministry guidelines. It should never be more than one page in length. State the following: What the job is, who they are directly responsible to, how much time is involved, what time they are to serve, where and what resources will be provided, what the goal is and what is expected of the volunteer.
- 6 Interview personally and allow for any questions they or you have to be discussed. Lead a person to feel they are being invited to serve, not drafted.
- 7 Accept a person's refusal to serve gracefully. Each one knows their heart better than anyone else. Leave the door open for a "yes" next time.
- 8 Most importantly, before approaching any new prospect, pray that the Lord will guide you both in making the right decision.

CHAMPION

children's ministry as the place to be

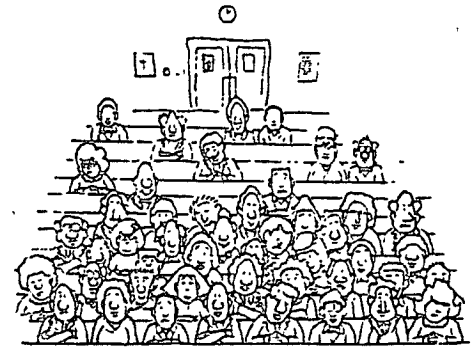


"I'm sure I'll get my money's worth this year—I'm teaching the 5th and 6th graders."

Six Reasons Why People Don't Get Involved:

A Survey from actual "pew sitters"

1. No written job description. "I don't know what needs to be done."
2. Tradition. "We've always done it this way."
3. Rejection of my talents and the waste of my time.
4. Poor delegation. "The leader does the work I was asked to do."
5. How people are asked. "Don't worry, anybody can do it."
6. "Nobody asks me what I'm good at. The leaders are more concerned about their needs rather than knowing what I'm good at."



Changing Times

Recent years have seen a dramatic change in the way people serve in the church. In the fast pace of American life it would seem that there is little time for volunteering. However, Volunteer Management Associates report that volunteerism is up in America:

- ⊙ 1988 - 80 million volunteers, over 18 years of age in America
- ⊙ 1991 - 98.4 million volunteers, over 18 years of age in America

Also discovered:

- ⊙ 37.3% of volunteers give more than 3 hours per week
- ⊙ 54 % of America population is involved in at least one hour per week in volunteer activity.
- ⊙ 58% of teens (under 18) volunteer (teenagers are part of the solution not the problem)
- ⊙ 21% of teens volunteer 4 hours or more a week
- ⊙ 67% of weekly volunteers are employed people
- ⊙ 76% of people asked the first time time said YES! (asked personally, not by form or bulletin)

*** Volunteers give their money to where they give their time!**

Volunteer Management Associates, 1113 Spruce St., Suite 406-A Boulder, CO 80302-4049
(303)447-0558

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Questions

you need to ask in evaluation
of your recruitment process.

- 1 Where are we now?
- 2 Where do we want to be?
- 3 Who do we have now?
- 4 Who (and what) do we need?
- 5 How will we find them?
- 6 How will we ask them?
- 7 How do we match the right person to the right job?
- 8 What follow-through is needed?

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Report and Evaluation of A Volunteer Ministry

Name _____ Telephone _____

Name of Ministry Position _____

Term of the Position: From _____ to _____

1. This ministry position has been satisfying for me because...
2. The major frustrations in this ministry position have been...
3. I used the following skills in this ministry position...
4. The training I received for this position included...
5. I felt supported in this position in the following ways...
6. I received the following resources which assisted me in this position...
7. I would have been able to do this ministry better if...
8. The highlights of this ministry for me have been...
9. The major accomplishments which have been achieved through this ministry include...
10. A person following me in this ministry position needs to know...



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How to Give Your Volunteers The Training They Need

The most essential support your volunteers need is solid training. Teachers feel insecure and frustrated when they are ill-equipped for the job they are given to do. You can strengthen them by equipping them for their task — before they begin and along the way.

Before classes begin, introduce volunteers to the organization of the program and basic preparation for teaching. During orientation you might:

- ☛ Present the purpose of Christian education.
- ☛ Discuss your program goals.
- ☛ Familiarize volunteers with student text, teacher's guide, and resources.
- ☛ Teach good lesson planning.
- ☛ Present available teacher resource materials.
- ☛ Explain how to order supplies and be reimbursed for expenses.
- ☛ Explain procedure for obtaining curriculum each quarter.
- ☛ Describe age-group characteristics of children.
- ☛ Pass out class lists with names, addresses, phone numbers, and other helpful information.
- ☛ Provide names, addresses, phone numbers of teachers, superintendent, and resource persons.

Schedule a block of time for orientation, such as a Saturday morning. Include presentations that involve all the teachers, then break into "departments" for going over the curriculum and discussing age-level characteristics of children. A simple lunch together after orientation is a way to welcome and put new teachers at ease.

Orientation could also take the form of a class held once a week for four to six weeks. With this format, you might add sessions on guided conversation, discipline, leading a child to Christ, etc. It would be ideal if all volunteers could complete this class prior to teaching.

Helping Teachers To Mature

The word *recruit* comes from the Latin *recrescere*, meaning "to grow again." In order to develop workers for God's service, the church must help them grow. Even mature teachers can benefit from training. Master teachers can grow by being trainers of new workers. Without the right training and support, a bright, shiny recruit will soon collapse in a heap of good intentions and scribbled student activity pages.

The parable of the talents (Matt.25:14-30) illustrates the role of the Christian Education Specialist (CES) as enabler. In this parable, Jesus presented three servants who were left in charge of varying amounts of money while their master went on a journey. Upon his return, the servants were called to account. The master praised the prudent servants. But he rebuked the third servant. The point of the story was the proper development and use of God-given gifts. The role of the CES is that of the banker who made it possible for the faithful servants to invest the amounts with which they had been entrusted. Without the help of the banker, the two servants would have had no profit.

Through careful and prayerful discernment of gifts and recruitment of workers, the church can enable people to serve the Lord and receive the commendation "Well done!"

Edited from ©1987 "Tackling C E 's Toughest Problems,"
Dr. John R. Cionca



Teacher's Personal Growth Checklist

- _____ 1. Teachers Are Made, Not Born
— *I want to grow as a teacher.*
- _____ 2. Know Thyself
— *I know my own motivation and learning-style preference.*
- _____ 3. Teachers Teach People, Not Information
— *I know my "sheep" and I know their age-level characteristics.*
- _____ 4. Reaching and Teaching People to Know God
— *My efforts are focused on building people in their relationship to Jesus.*
- _____ 5. The Content of Our Teaching Is the Bible
— *I understand the way I approach teaching the Bible and try to build on that strength.*
- _____ 6. People Learn Best When They Are Involved
— *I work hard to make sure that, by using Bible Learning Activities, my learners are as involved as I am.*
- _____ 7. Planning Makes the Doing Productive
— *I work with others in my age-level to plan and implement lessons.*

©1990 "Teachers Are Made, Not Born," Pg 83 by Eddie and Billye Joyce Fine,
Standard Publishing

Stewardship

One cold winter night in Epworth, England, the church bell began to ring. People ran out into the dark night and saw that a house was on fire. A crowd gathered and began to fight the fire. Samuel and Susanna has escaped the flames along with six of their children, but no one could find Johnny.

Realizing the worst, Samuel headed back toward the inferno. Townspeople held him back from certain death. The crowd stood there helplessly watching the house burn. "Look!" someone shouted. A face appeared in an upstairs window. Little Johnny had awakened and come to the window. He could not escape through the house because of the flames.

Then two men came out of the crowd. One climbed upon the shoulders of the other. The flames were intense. Their clothes began to smoke, but the little boy was pulled through the high window by the arms of the living ladder. The little boy saved that night was none other than John Wesley who shook England, and indeed the world, with a great revival. He founded the Methodist Church. Years later he wrote, "That night I was plucked as a brand from the burning."

You know what we are doing, folks? We are building ladders with our lives to save the little John Wesleys of tomorrow. We present our "bodies as living sacrifices." (Rom 12:1) We give. And we teach. And we make phone calls. And we pray, so that little children will be snatched from the hellish flames of this world and the next.

Why Sunday School Teachers are Vital

Told by Howard P. Courtney during Foursquare Cabinet
March 1992

This story is about an incident that occurred in Kansas around the turn of the century. Several families had stopped in their westward movement and had built their temporary homes, or "soddies" as they were called.

Into this community came a Christian teenager who wanted to teach Bible to the children. She went from home to home asking if the children might attend her Sunday school class. Most families were delighted, but one big family with several children steadfastly said, "No, we don't want anything to do with it."

The teacher did not give up. She kept coming back, and because of her insistence she was able to get one 10 year old girl into her class from this home. The child was able to attend the class six to ten times before the family moved away.

Years went by. The little girl grew up and was married at a very young age. To this union were born two sons. The first son died of a terrible fever that was prevalent in our nation during that period of time. Later, the second son came down with the same disease. They were able to get the child into a little, frontier hospital. But the doctor said, "Lady, I must tell you this illness is terminal. We have done all we can to save your son's life. He is going to die."

Then a miracle took place. The Holy Spirit brought something to the mind of that young, grief-stricken mother who didn't know which way to turn. She got down on her knees and said, "Jesus, I don't know who You are, but a Sunday school teacher told me You loved people like me. If You'll save my boy, I'll find out who You are and serve You for as long as I live." Contrary to their expectation, the fever broke and astonished the doctors. And, true to her word, the young mother found Jesus and served him all of her life in what we call the ministry of intercession.

The boy was saved at an early age, grew up, and preached the Gospel around the world. You see, that young woman was my mother and I was that dying child. I am here today because a young unknown Sunday school teacher who did not feel qualified to teach adults told my Mama, "Jesus loves you." I do not know the name of the teenage teacher, nor what she looked like, but when I get to heaven I will find her, shake her hand, and thank her for telling my mother, "Jesus loves you!"

God be praised for Sunday School teachers!

Dr. Courtney is a former Pastor, Vice President and General Supervisor for the International Church of the Foursquare Gospel.

"The ultimate question is not what the teacher does but what the student does as a result of what the teacher does." Excerpted from Mastering Teaching by Earl Palmer, Roberta Hestenes, and Howard Hendricks

Teacher Training and Leader Resources

Have you hugged your volunteers today? Now there's a new way to thank them by showing this inspirational video.

YOU WERE THERE - A compelling five-minute video to inspire and motivate children's workers and teachers. Perfect for volunteer appreciation or teacher Sundays. Resource guide offers hints on how to use this video time and time again for both recruiting volunteers and appreciation of them.

- 75622 NEW! Video.....\$19.95
- 75630 NEW! Resource Guide.....\$10.95
- 73544 NEW! Video & Resource Guide....\$29.95

THE RECRUITING REMEDY - Fourteen keys to successful recruiting for children's ministry that you will want to latch onto! Contains helpful reproducible resources. Positive. Uplifting. Order your copy today!

- BK755TM The Recruiting Remedy.....\$11.95

YOU CAN DO IT! An excellent 28-minute orientation video for new and experienced teachers. Easy-to-use format with reproducible worksheet. Especially designed by the National Department of Christian Education for use in the Foursquare church.

- FS0396R You Can Do It!.....\$19.95

THE SEVEN LAWS OF THE TEACHER VIDEO SERIES - Will revolutionize your teachers' communication skills! An innovative approach combining video with course notebook leader's guide, and a valuable course textbook. Highly recommended! Available for rental or purchase.

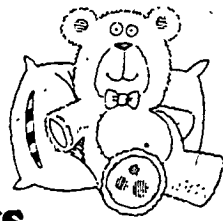
- AT110 VHS Complete kit.....\$295.00
- AT210 TM Teacher's manual.....\$6.00
- AT310 SM Student's manual.....\$10.00
- AT410 HB Hardbound book.....\$10.00

All of these resources have been used by the Department staff with great success. For these and other helpful resources, see enclosed catalog.

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Here's some Beary Good News . . .



Jan Margheim from the Midwest District shares about a special answer to prayer.

Several months ago, "Grandma Rose" Gardner, age 92, fell and broke her hip. She was hospitalized for a while, then placed in a nursing home. Our Good News Bears Club began praying for her at this time. While in the nursing home, we sent her cards, letters and small gifts on a regular basis.

Her daughter really wanted her mother at home, so she brought her home. Being 92, the doctors never expected her to improve or to ever leave the nursing home. But Grandma Rose improved rapidly once she moved to her daughter's house. She came to church in a wheelchair only a few weeks later.

On Sunday, May 3rd, 1992, Grandma Rose walked the length of the church platform with the entire congregation cheering her on! It was wonderful to see the Lord work in a seemingly impossible situation, and it was a terrific example to our children of how God answers prayer.

