



Recruiting Workers

by Darla Knoth, Managing Editor, *Women's Touch* magazine,
and Children's Ministries director at James River A/G, Springfield, Missouri

Recruiting the right workers for any given job in children's ministry is crucial to the success of that ministry. Prayer will be the key to finding the right workers at the right times for the right jobs. Consider workers in the church who are experienced and knowledgeable in ministry to children, those who have God-given abilities and a sense of calling for reaching children with the gospel.

▼Each worker should be required to complete a worker's application which includes a police background check. This will eliminate unsuitable workers. This is as a protection for the children under your care. Never assume that a worker that is already involved in a ministry position has been pre-approved and their background checked. Check everyone that applies!

▼Also a written job description for each leadership role in children's ministry will help when recruiting workers, as each individual understands what is expected. These are a place for you to start in developing job descriptions for your unique situation.

One-on-one recruiting for the key children's ministry positions will ensure the proper person filling each role. Avoid mass

appeals when possible, so that workers respond out of a sense of calling, not guilt, and you will be able to "hand-pick" the worker you desire for each position. After an initial contact with key leaders, set up an appointment to discuss the position and its responsibilities. Going over the application and written job description will also help in establishing what is expected in that job. The candidate for that job can prayerfully

children's workers already being used in the weekday evening or Sunday programs of the church. They are trained, they understand children, they know the facilities, and they have willing hearts. Approach those workers first to fill your key positions. Help them understand that children's ministry is a fun assignment, as well as personally fulfilling as boys and girls meet Jesus as their personal Savior.

You might also consider men's and women's ministry groups, weeknight achievement program workers, and senior adult ministries members. Those who might not consider accepting a long-term children's ministry position may feel more comfortable with a short-term children's ministry assignment. Men who are not skilled in working with children might

volunteer to build drama sets or help with recreational equipment. Women who are not comfortable in the classroom might volunteer in the kitchen to help with snacks, or to make a costume for a skit. Many women and men can commit to work for the short amount of time children's ministry requires!



consider whether he or she wants to accept the assignment. Set a deadline for the person to respond to your request that he fill a leadership role in children's ministry. (Note: Consider all positions in the children's ministry as a leadership role!)

In looking for people to fill the positions needed in children's ministry, consider preapproved

Questions For Further Study—

1. What are the primary considerations for recruiting children's ministry workers?
2. Why is it necessary to have workers complete applications and job descriptions?
3. What is the advantage of enlisting trustworthy workers to handle the interview process for new workers?
4. What supplemental roles can workers play who are actively involved in a men's or women's ministry?