

Some Elements of a Paradigm Shift in Recruitment

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<p>The Problems</p> <ul style="list-style-type: none"> • People are apathetic; they just don't care • Busy lives • Women employed 	<p>The Challenge</p> <ul style="list-style-type: none"> • Expanding roles and opportunities for ministry both within and beyond the congregation • Providing diversity of choices • Developing nurturing, inviting, and energizing environment for ministry • Techniques for discovery of gifts • Communicating meaningful messages
<p>Underlying Attitudes</p> <ul style="list-style-type: none"> • If people cared, they'd come forward on their own • "Ain't it awful" • There is a scarcity of people to tap 	<p>Underlying Attitudes</p> <ul style="list-style-type: none"> • We need to learn how to be proactive and outgoing with our invitations • "This is an exciting time in the church" • There is an abundant pool of potential volunteer ministers, larger than the number of members
<p>Key Questions</p> <ul style="list-style-type: none"> • "Who can we get?" • "Who's the best person for this job?" 	<p>Key Questions</p> <ul style="list-style-type: none"> • "What can we offer?" • "Whose gifts best fit this ministry and which ministry offers the best opportunity for this person?"
<p>Approaches and Methods</p> <ul style="list-style-type: none"> • Emphasizes problems and needs • "Fill the slot and forget 'em" • Beg for help or arm twist • Guilt • Dishonest. "Nothing to it!" • "No one else will do it" • "I hate to ask you, but..." 	<p>Approaches and Methods</p> <ul style="list-style-type: none"> • Emphasizes opportunities/challenges • Works on processes before and after recruitment in systems approach • Invitational with emphasis on messages • Nonjudgmental • Respectful and honest • Uses "Ministry Role Descriptions" for specificity • "I'd like to invite you to..."
<p>The Positions</p> <ul style="list-style-type: none"> • Job lasts forever • Jobs keep expanding • Jobs are large, demanding 	<p>The Positions</p> <ul style="list-style-type: none"> • Positions are time-limited • Ministry Role descriptions set boundaries • Diversity of positions to appeal to different time schedules and gifts; broad use of mini-ministries

<p>Results</p> <ul style="list-style-type: none"> • Diminishing pool of volunteers • Negative environment • Burnout • Exclusive; “faithful few” • “If you don’t minister within the congregation, your ministry is not valued” 	<p>Results</p> <ul style="list-style-type: none"> • Expanding pool of potential volunteers • Positive, energizing environment • Increased self-care • Inclusive • Congregation gives strong support to those whose primary ministries are beyond the congregation
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