

Recruiting and Training KidMin Volunteers and Leaders

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No matter how big or small...

- We love children and desire them to know God
- Kids Ministry matters because a child's spiritual identity is generally set by age 13
- We are in need for more volunteers

1. Do an Honest Evaluation

- **PRAY:** Pray to see your ministry the way God sees it
- Get Feedback from volunteers and parents
- Is there another approach, structure, curriculum that would work better?

1. Do an Honest Evaluation

- What is the overall feel about Kids Ministry?
- Why are people not serving?
- Is your communication with volunteers effective enough?
- Do leaders feel appreciated?

2. Create a Recruitment Strategy

- **PRAY:** Pray to see volunteers the way God sees them
- Share your vision (It's not just childcare!)
- Must come from the top down
- Check your attitude: no "woe is me"
- Create regular reminders to the church

2. Create a Recruitment Strategy

- Celebrate the wins!
- Have a clear process (background checks)
- Go for the personal ask
- Encourage current leaders to recruit friends
- Allow people to 'test drive' or 'shadow'

3. Training Methods

- **PRAY:** Ask God for His plan for your people
- **YOUR GOAL:** Multiply yourself by discipling new leaders who will disciple new leaders
- **BENEFITS:** Cultivate a team spirit, improved skills, open communication

3. Training Methods

- Regularly scheduled meetings
- Develop a mentoring program
- Special Skill development trainings
- All-Church Training/Dinner
- Associational, State, & National conferences

3. Training Methods

- Lunch after church
- Team up with another local church
- Mini-trainings (10-15 min before events)
- Weekly emails
- Encourage their own spiritual growth

4. Training Meeting Tips

- **Lots of Reminders!**
- **Start and end on time**
- **Variety of teaching methods (just like kids!)**
- **Use Multi-Media materials (videos, slides, handouts, activities, etc.)**

4. Training Meeting Tips

- Show appreciation and support (treats!)
- Allow time for discussion
- Follow up with those that didn't come
- Incorporate something to help them grow in their faith

5. Topics for Training-Preschool

- Learning Centers
- Teaching Babies and Ones
- Safety and Hygiene
- Large group time/Bible Story
- Reaching out to families

5. Topics for Training-Elementary

- **Salvation Conversations**
- **Learning styles**
- **Adding music, art, drama, games, etc.**
- **Large Group Time**
- **Teaching Bible Skills**
- **Reaching out to families**

Final Thoughts

- People walk away, it's ok
- See if there's a different position for them
- You can't control people
- Don't burn bridges, they may come back

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