

THE INTREPID
VOLUNTEER



COMMISSION FOR
RECRUITMENT

APPROVED WORKMEN ARE NOT ASHAMED

Volunteer Recruiting Tips from Commanders and Leaders

Parents and Grandparents

We intentionally target parents. We have a parents' night early in the year to introduce moms and dads to Awana. It is a stepping stone to another parents' night that we have right before Christmas. On that night, we intentionally recruit moms and dads to be Awana leaders. As parents with children in Awana, they know what's involved, and now they want to help.

Dave Pearson
Medinah, Illinois

We keep a close eye on our ratios for leaders to kids. If we have a need, we talk up Awana with parents and hope they see the value of serving while their kids attend. We keep a very strict leader-to-child ratio. If we do not have enough leaders, parents are encouraged to find another club, place their child's name on a waiting list OR join us in the ministry that their kids are in! You would be surprised how many new leaders we get every year from this procedure. I am always amazed by God's faithfulness!

Debra Sims
San Diego, California

Many leaders are the parents of clubbers. Build relationships with parents in your church and invite them to serve in Awana.

Ron Ryba
McHenry, Illinois



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Parents and Grandparents (continued)

Parents and grandparents make the best leaders as long as you suggest that they work in the clubs that their children are not in. Currently we have around 35 clubbers and 35 leaders, plus some of our sixth-graders begged to stay in club, so we made them student leaders working with Puggles, Cubbies and Sparks.

Cindy Hall
Guys Mills, Pennsylvania

We have a church rule that at least one parent of a Cubbie has to stay in the church building in case something happens. Mom and Dad often hang around and end up getting plugged into Awana in some way. They say, 'Hey, you know what? We are here. Can we help out?' As long as they know and love the Lord, we never say no.

Dave Pearson
Medinah, Illinois

Involve parents as helpers at the Puggles and Cubbies levels. Invite them the following year to be part of the leadership team.

Tom Kleinfeldt
Wood Dale, Illinois

Personal Contact

Have people over to your house for dinner and explain Awana to them. You can't recruit them as they walk down the aisle during a church service. As soon as the club year is through, start recruiting again for the next fall.

Bill DeVoe
Poulsbo, Washington

I ask them personally. I also ask other workers to give their testimony to potential volunteers relating to the blessing they get from volunteering.

Cynthia Breland
Wiggins, Mississippi



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Personal Contact (continued)

We invite any potential leaders to our year-end barbecue and awards night. Some of the men are asked to help cook hamburgers and have a chance to talk with our male leaders.

Wendell and Doris Trimble
Brownsville, Oregon

I enlist my leaders to talk to the people they know in the congregation and their small groups. They share what Awana means to them and how exciting it is to see the kids learn and grow throughout the year. Putting emphasis on the positive is always more productive in getting new leaders.

Connie Shons
Freeport, Illinois

The best way to recruit new leaders, in my opinion, is to ask them individually. You can have announcements, but personal touch is better. Some people want to serve but will not unless they are asked personally.

J.P. Morgan
Northern Illinois Awana Missionary

In recruiting new volunteers, we have found that the excitement generated by current leaders and workers has spread to others, resulting in more people being willing to help. Keeping the clubbers and their activities before the church congregation helps as well.

Jim Ewing
Lancaster, South Carolina

Organize an ice cream sundae party for church members. Set up a display for each club. Show Awana videos (such as the You Belong recruitment video). Ask Awana leaders to mingle with church leaders and talk to them about Awana.

Veronica Culberson
Topeka, Kansas



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Announcements

We keep Awana in front of our church by doing things like presenting all Sparky and Timothy Awards in our morning worship services.

Barry Kauffman
Lancaster, Pennsylvania

For three weeks before the first night of Awana, our pastor gives us time in our Sunday and Wednesday services for a short testimony from an Awana leader. We've had veteran leaders, first-year leaders, student leaders and even a non-leader who completed the entire program and earned a Citation Award. This gives potential leaders a good look at what their service can accomplish.

Elena Loera
San Diego, California

Make a video of Awana leaders who serve. Ask them why they serve and what they enjoy about Awana. Show this during a weekend church service and invite people to talk with the commander.

Ken Baker
Dowington, Pennsylvania

On the same day that you set up an Awana sign-up table in the church lobby, have the pastor or commander make an announcement during the service. Make the announcement exciting and fun. Explain what Awana offers to kids. Let potential leaders know that they will be fully trained. Ask a few youth or older clubbers to share what their time in Awana has meant to them and how their leaders have helped them grow spiritually.

Anonymous

We hold an Awana Sunday before the club year. Our third- through sixth-graders serve as greeters and ushers. All Awana leaders wear their uniform so anyone with questions can see who to ask. We have a table set up for early registration and display the awards that clubbers can earn. Each year this encourages several new leaders to sign up.

Elena Loera
San Diego, California



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Incentives

I hand out leader awards every club night. I put each of their names in a box and pull out two who receive a gift certificate for ice cream. At Christmas, I send out cards with \$5 gift certificates. We end the year with a banquet at a nice restaurant. I can do this because our church has given me a generous budget and I reserve some of it for leadership development and fun. When people who aren't involved with Awana hear about the good time we're having, they ask me if they can join! Last year, we had **90** clubbers and **38** leaders!

Terri Dudley
Colorado Springs, Colorado

We hold leader nights when each leader brings an adult friend to observe club. Leaders earn points for their team for each friend they bring.

Wendell and Doris Trimble
Brownsville, Oregon

Prayer

We live in a military town. Many great leaders come and go every three years. Our biggest tool to overcome this? My wife and I pray. It becomes a joy when we watch people approach us and volunteer. Then we say to each other - it was God! The 'fills' don't always come immediately. We've faced many registrations without one or two key people. But soon all are filled exactly as we needed.

Billy Moore
Niceville, Florida

Surveys and Forms

At the end of the club year, we pass out club leadership surveys and ask our leaders to write down the names of two people they would like to ask to help in Awana. Also, our church members fill out a card of all the ministries that they'd be interested in helping.

Ryan Grundlock
Dacula, Georgia



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Student Leaders

We use the students in Journey to work in club during evenings. Journey meets an hour earlier on Sunday, then the students come to club to work as student leaders. There are 15 in our group. That is quite a boost to our leader numbers. We are a better club because of them. Our younger clubbers can't wait to become student leaders when they reach high school.

Kathy Ray
Dallas, Texas

Taste of Awana

We invite parents and church members to come out and simply listen to kids recite Bible verses. Once they see a child hiding God's Word in his or her heart and realize (sometimes after encouraging words from a commander or leader) that they played a role in God's purpose for that child, it often leads to them wanting to take on a bigger role in Awana. God has planted many a seed through the simple task of listening.

JoBeth Wampler

Have an idea or recruitment suggestion that you'd like to share? Email us at youbelong@awana.org.



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