

## Leader Enlistment Principles

### Problems With Enlistment

#### 1. Unclear enlistment process

We must remember that we are enlisting the MVP's of the church—act like it.

#### A. We just “wing” it

#### B. We enlist under pressure

- You are better off having NO worker than the WRONG worker!
- Enlist for the journey, and not for the moment
- Nothing stymies your potential, stops your momentum, and sabotages your future like enlisting the wrong people.
- Good To Great: Get the Right People on the Bus!  
“This bus is heading north. If you are not heading north, you need to get off the bus!”

### Purpose of Enlistment

1. To find committed workers that will give Sunday School appropriate leadership and are willing to work. Commitment is more important than competence.
2. To convey a compelling vision of your Sunday School ministry.
3. To speak to the individual's sense of purpose and meaning.

### Process of Enlistment

1. Explore the Possibilities. No prospective teacher shall be approached until asking for God's direction.
  - Prospective teachers should be recommended by their current leader.
2. Engage the process. All enlistment must be initiated in a face-to-face meeting
  - You are about to ask someone to consider taking a most important position; this deserves a face-to-face meeting.
  - You cannot know someone's potential until you invest in a personal enlistment process.
  - You cheapen the position by enlisting over the telephone or spontaneously in the church hallway.
3. Expectations Presented. Expectation are discussed at this time.
  - The only way you can determine the prospect's values and loyalty is to present your expectations.
  - Never confirm a person on your team because they are related to an influential person, attended church for a long time, etc. Confirmation is given only when **commitment** is given.
  - The old cliché is true: In an organization where everything goes, soon nothing goes!

4. Examine God's Purpose. Instruct the prospective leader that you want people who are called and encourage them to seek God's will in this important matter.

- Your church needs people who are called and not coerced by guilt tactics. Experience teaches that those NOT called will not last long.
- You create your own cycle of frustration when you do not enlist properly.
- Work diligently and wait patiently on His right person.

5. Explain the potential. State why this person was considered for the position and how they could minister in a great way.

6. Encourage the Prospect. Close the meeting praying with the prospective leader and seeking God's will together in this important matter.

7. Employ a Plan. Determine a time to get together for follow up.

8. Equip the person. Once the prospect commits, have a plan in place to equip them.

### **The Product of Enlistment**

1. Your enlistment process is actually the beginning of your equipping process.

2. When you spend time with someone in the enlistment process you develop a healthy relationship that will continue to grow as you serve together. People are motivated by relationships.

3. Time spent in the enlistment process allows each of you to know each other on the inside, thus a mutual respect is built that will be long lasting.

4. The product of a purposeful, deliberate enlistment process will render:

- Low turn-over
- Long-term success
- Sustained momentum.