

Recruiting

What Do I Do When I Need Someone Now?

- Pray before you contact.
- Talk first about the ministry: its mission, the children or other workers involved, the resources and support, and the time commitment.
- Have a candid conversation about their spiritual journey.
- Explain why you feel that person's gifts fit a specific ministry position.
- Ask them to prayerfully consider the ministry.
- Ask if they have questions.
- Tell them when you will contact them for an answer.

When You Call, Care First

- If you receive a no, pray with those who cannot minister because of other commitments or family commitments.
- Contact families on a regular basis to support and encourage.
- When others see ministry modeled, they are more likely to want to be a part of it in the future.

Calling Disciples Based on Gifts

Gift based Children's Ministry

- Drama
- Story
- Mentoring
- Puppets
- Play
- Music
- Service
- Games
- Arts
- Media
- Administration

How Many Disciplers/Teachers Do We Need?

Ratios: Here are some basic guidelines for adult/child ministry ratios.

Nursery	1 for every 2 children
2-3 year olds	1 for every 4 children
4-5 year olds	1 for every 5 children
Grade School	1 for every 6 children

These ratios are significantly different from childcare, preschools and public school. The reasons for this are:

1. The church mission is to provide Christ-like care and nurturing.
2. The church uses many volunteers, rather than consistent trained staff.
3. Relationships are built daily in other programs, but the children in church may be there for the first time or are often there only once a week.
4. These ratios offer better care and safety.

Intergenerational Options

Remember that whenever you minister intergenerationally you will need to recruit far fewer people. Whenever you offer intergenerational Sunday School, worship, missions, or service ministries that include children and adults you will need ministry coordinators but you will not need to recruit individual teachers.

What About Background Checks?

Many churches ask why they should consider backgrounds checks. Here are some facts that help explain why.

The Facts

- Since the first case of sex abuse was filed against a church in 1984, hundreds more have been filed.
- On average, molesters have more than 60 victims.
- In 1991, 404,100 cases of child sexual abuse were reported to state protective agencies in the US.
- The first national study found 27% of women and 16% of men have experienced child sexual victimization.

From Church Law and Tax Report 1993

More Facts

- A Department of Health and Human Services report estimated that the number of abused and neglected children increased from 1.4 million in 1986, to over 2.8 million in 1993. The number of children who were seriously injured quadrupled from about 143,000 to nearly 570,000.
- Impact of child sexual abuse: It is estimated that there are 60 million survivors of childhood sexual abuse in America today.

Source: Forward, 1993. Web site: [Presented by Pandora's Box: The Secrecy of Child Sexual Abuse ~ ~ Dr. Faulkner -- Sexual Abuse Statistics](#)

No one is excited about requesting background checks. If we did not live in a fallen world, this would not even be an issue. But the fact is that the church is not immune from worldly influences. Doing background checks and instituting additional safety measures is a statement that we value children and are willing to undergo some inconvenience to ensure their safety.

For help in writing your own safety procedures that can help reduce the risk of abuse in your church contact either the Covenant Resource Center at 1-800-338-IDEA, or the Online Covenant Bookstore (www.covenantbookstore.com) and ask for the "Making Churches Safer" Resource.