

Leader's Notes

CKC Coaching Sheet: Volunteer Recruitment

1. Tell Your Story.

Think of potential volunteers who might be inspired by hearing about the CKC ministry. Share what makes you passionate about volunteering as a CKC leader. Your excitement can be contagious! Practice telling a 2-3 minute story of why you love CKC. Invite potential volunteers to visit a club (with your church's permission.)

2. Provide Opportunity for a Trial Commitment.

The end of the school year is a good time to ask potential volunteers to try out Crossroads for 4, 5 or 6 weeks. With a lower level of commitment, people are more open to trying it out to see if it would be a good fit for them. If they get a taste of a healthy, thriving Kids Club, they will likely be more open to a deeper commitment to serve longer term on your team in the Fall.

3. Make a Specific Ask.

Avoid a generic ask for "more people." Think about what specific roles would help your team. Do you have a waiting list of students and need Small Group Leaders? Could you use a materials or snack coordinator to help prepare outside of club? Is there someone who could act as a school liaison? Exactly how many people do you need? A specific ask is more compelling than a general request for "more help." (Ask a CKC coach for the "CKC Dream Team Chart" to see a complete list of possible team roles and descriptions.)

4. Be Selective.

As much as you feel the need for more volunteers, make sure that there is a good fit before bringing a volunteer on board with your team. Have a conversation with any potential volunteer about their background, experience, interest and gifts. If it's not a great fit, it is much better to direct them to another area of service in your church or community.

5. Pray with faith in God's provision.

God knows our needs and wants us to come to him in faith asking for his help and provision. As challenging as it feels to find enough help, he is more than able to provide all the volunteers that are needed.