

## Successful Teacher Recruitment



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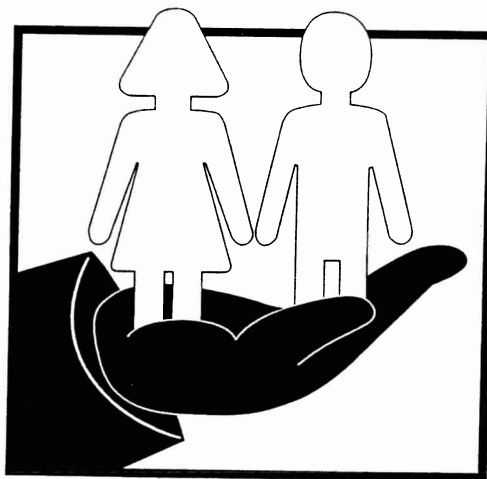
Adapted by Dorothy Henderson from *Training that Makes a Difference* by Anne Gilbert

Recruiting teachers is an important task for church leaders. However, it can be frustrating. It is easy to become discouraged when people say, "No, I'm not able to teach."

Here are some suggestions for successful recruitment.

Ask a small group in your congregation to assume the responsibility for recruiting teachers.

This might be a Christian Education Committee or a special recruitment committee. This takes the burden of recruitment away from one or two individuals such as the minister, the Christian Education Director, or the church school superintendent. There is an added advantage to this approach. Seeing their teaching gifts recognized by other lay people in the congregation may help people to recognize and acknowledge their ability.



Invite the recruiting group to begin by spending time in prayer and conversation. Ask questions like these: What are our motives in selecting teachers? Are we recruiting simply to keep all positions filled, overcome members' apathy and keep the church going, or are recruiting people to share the gospel enthusiastically? Do we want to meet changing needs, help everyone participate, let others experience joy, inspire others, and discover each one's gifts? Establish some criteria for selecting teachers.

Ask the recruiting group to approach the task with a positive attitude. Ask questions like these: Do we force people into filling vacancies? Do we offer people a genuine growth opportunity through involvement in the church's educational mission? Do we recruit an appropriate number? Do we expect people to say no when we ask them to teach? Do we expect God to help us discover people who can and will teach? Do we offer teachers an opportunity to grow in their Christian faith?

The first step in recruiting is to develop a list of potential teachers. There are several ways your group can decide whom to recruit.

1. Brainstorm to list potential teachers. Use a membership list.
2. Ask the minister, elders, education director, and church school superintendent for suggestions.

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3. Look at new people in the church. They are often good prospects. Some people feel good about being able to contribute right away to a church. For others, working with the church school is a good way to meet people.
  4. Remember the youth of the church. They are often eager to help and, with a little training, make dedicated leaders.

When you have a list, here are suggestions for contacting prospective teachers.

- Make an appointment to visit each person individually. If possible, visit in teams of two.
- Say why they were asked to teach.
- Talk about the person's interests and skills.
- Talk about specific grade levels that need teachers.
- Have the curriculum available and show it to the prospective teacher.
- Recruit for a set period of time, a unit, a semester, a year.
- Offer teacher training. If your congregation cannot do it, ask for help from your regional staff.
- Say, "We believe you are terrific for the job!"
- Do not pressure people. Ask them to take time to think over their decision. Let them say "no" if they have to, without feeling guilty.

If we believe that God wants us to share the gospel stories, then we also must believe that God will provide the people who can and will do the job. With God's help we can sell the job so the candidate will be able to answer, "If you think I can do it, I'm willing to try."