

HOW TO FIND AND RECRUIT VOLUNTEERS

Why a Personal Invitation Changes Everything

Community Care Ministries doesn't grow because people read a bulletin announcement. It grows because someone notices the gifts God has already placed in another person and takes the time to invite them into ministry.

Most volunteers don't step forward because they see a generic request. They step forward because someone they trust says, **"I thought of you."**

Recruitment is less about filling positions and more about helping people discover where their gifts can become a blessing to others.

Start by Looking for People, Not Positions

Instead of asking, *"Who can fill this role?"* ask:

- Who naturally notices people who are left out?
- Who makes others feel welcome?
- Who is dependable and follows through?
- Who has shown compassion in everyday life?
- Who may be looking for a meaningful way to serve?

The best volunteers are often already demonstrating the qualities you are looking for before they ever join CCM.

Why a Personal Invitation Works

A bulletin announcement speaks to everyone.

A personal invitation speaks to one person.

When someone is personally invited, they know they have been seen. They begin to believe they have something valuable to offer.

Many faithful volunteers will never volunteer themselves because they don't think they're qualified. Sometimes they simply need someone else to see the gifts they cannot yet see in themselves.

How to Have the Conversation

Keep the invitation personal, simple and specific.

A conversation might sound like this:

"I've noticed the way you connect with people. I think you would have a real gift for Community Care Ministries. Would you be willing to come and see what it's looks like? There's no pressure to commit today. I'd simply love to tell you more."

Notice what this invitation does:

- It begins with affirmation.
- It identifies a specific gift.
- It explains why you thought of them.
- It removes pressure.
- It invites a conversation, not an immediate commitment.

People are much more likely to say yes to exploring than to making a long-term commitment on the spot.

Recruit Through Relationships

Some of the strongest volunteer teams are built one conversation at a time.

Look for opportunities after worship, over coffee, during small groups or while serving alongside someone else.

People are far more open to considering ministry when the invitation comes within an existing relationship.

Expect More Than One Conversation

A "not yet" is not always a "no."

People may need time to pray, consider their schedules or build confidence before saying yes.

Continue encouraging them without pressure. The goal is to discern God's timing together, not convince someone into serving.

Remember

People rarely volunteer because they are needed.

They volunteer because they are invited.

One thoughtful conversation can accomplish more than dozens of announcements because it tells someone:

"I see something in you, and I think God could use it."

Want to Go Deeper?

For more guidance on identifying volunteers, recruiting within different ministry groups, and understanding the qualities of an effective CCM volunteer, read the **CCM Recruitment Guidelines**.