An Intentional Approach to Recruit for Service in the Church

A Noble Work...
3. Affirmation/Recruitment
The committee’s list of characteristics will identify individuals with whom committee members will want to make contact and specifically identify themselves as “intentionally recruiting for ministry.” The committee is not only recruiting but is also affirming the special gifts and talents observed in the individual who desires to direct his or her attention to a specific career in life.

Certainly it is an offer to assist an individual to become better acquainted with possibilities for ministry as well as dealing with the personal process of developing a maturing faith. Prayer for the individual is an important component in this area of support.

4. Support
Financial support is an opportunity for the entire congregation to participate in providing an ongoing stream of workers in the ministries of the church. To accomplish this most effectively, it is recommended that the congregation develop a scholarship endowment fund to support students in preparation for ministry. Such an endowment fund has already been designed by The Lutheran Church—Missouri Synod Foundation, with all of the necessary documents to both establish the fund and provide investment management. The committee may call the LCMS Foundation for the specific documents that support the organization of such a fund (800-325-7912) or write to the LCMS Foundation (1333 S. Kirkwood Road, St. Louis, MO 63122).

Suggestions for Your Church Worker Recruitment Committee

Divide names of potential future church workers among committee members; pray for them and talk to them once a month about their gifts and talents for church work; include reports of church worker students in newsletters and bulletins; adopt a Concordia each year to be the recipient of a week’s/month’s offering.

Contact the Concordia University System for materials, including:
- How to Set Up an Endowment Fund
- Brochures about professional church work vocations
- Information about the Concordia University System and its programs
- Information on making a donation to a Concordia

There are variations on all the suggestions made above. What is shared has been developed, implemented, and discovered to be very effective. “Ask the Lord of the harvest, therefore, to send out workers into his harvest field.”