



Purpose, Objectives, & Procedures: Congregational Recruitment Coordinator/Committee

Congregations wishing to delegate the task of guiding and organizing their recruitment efforts to an individual or a committee may find the following a useful place to begin. The document can be easily adapted for use with either an individual or a committee.

Title: Recruitment Coordinator -- or -- Recruitment Committee

Purpose:

It will be the primary purpose of the Recruitment Coordinator/Committee to encourage those within the congregation who possess appropriate God-given abilities honestly to consider studying to become a candidate for the public ministry of the Gospel.

It will be a secondary purpose of the Recruitment Coordinator/Committee to guide the efforts of the congregation in encouraging and supporting such prospects for the public ministry in all possible ways.

Objectives:

Under God and with his blessing, the Recruitment Coordinator/Committee shall seek:

- (1) To identify members of the congregation, both male and female, who may have the gifts from God to serve in the public Gospel ministry as pastors, teachers, missionaries, or staff ministers.
- (2) To directly and personally encourage such members to consider studying in preparation for service in the public ministry at our synod's schools of ministerial education (or, in the ministerial training program of the local area Lutheran high school).
- (3) To directly and personally encourage the families and others close to each ministerial prospect to respect and value the public ministry of the Gospel, and also to support them as they encourage the ministerial prospect along the course of his/her studies.
- (4) To be a liaison for and supporter of the efforts of our synod-supported schools of ministerial education (as well as the ministerial training program of the local area Lutheran high school), and to employ all available means to keep the congregation informed about these schools and their efforts to train future public ministers for the church.

Procedures:

The Recruitment Coordinator/Committee shall endeavor to carry on such activities as may be beneficial to the recruitment of prospects for the public ministry from the congregation, including but not limited to:

- (a) Holding an annual meeting with the pastor(s) (and with LES teacher(s) where possible) to review the Bible's teachings regarding qualifications for the public ministry, God's call into such service, the Spirit's work in motivating such service, and/or similar Scripture topics related to the work of recruitment and its implications for the local congregation.

- (b) Reviewing the congregation's roster and identifying prospects by name.
- (c) Approaching the ministerial prospect personally to discuss the possibility of service in the public ministry, and to offer encouragement toward that goal.
- (d) Assisting and encouraging the family and friends of the ministerial prospect to become more familiar with the synod's schools of ministerial education, their policies and activities (as well as with the ministerial training efforts of the local area Lutheran high school).
- (e) Using opportunities as they arise to permit members of the congregation, especially ministerial prospects and their families, to visit the campus of a WELS ministerial education school (e.g. for a sporting event, school activity, campus tour, *Focus on the Ministry* weekend, and the like).
- (f) Encouraging and enabling contacts, both formal and informal, between students training for the public ministry and prospective students.
- (g) Encouraging the congregation's pastor(s) and Lutheran elementary school teacher(s) to share their personal accounts of the paths that led them into the public ministry.
- (h) Submitting the names of ministry prospects to the appropriate synod schools of ministerial education so that they may be placed on prospect mailing lists.
- (i) Keeping the congregation mindful, as opportunities permit, that the congregation's Synod Mission Offerings support the important work of training future workers for the church, a brotherly cooperative effort by the church which brings blessings to many.
- (j) Encouraging and modeling appreciation and support for the called workers of the congregation, that the message is clear that the public ministry is a calling worthy of respect.
- (j) Praying regularly and by name for the called workers of the congregation as well as for the congregation's ministerial prospects and ministerial students.

