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# volunteer **recruiting tips**

## **Parents and Grandparents**

We intentionally target parents. We have a parents' night early in the year to introduce moms and dads to Awana. It is a stepping stone to another parents' night that we have right before Christmas. On that night, we intentionally recruit moms and dads to be Awana leaders. As parents with children in Awana, they know what's involved, and now they want to help.

- *Dave Pearson, Illinois*

We keep a close eye on our ratios for leaders to kids. If we have a need, we talk up Awana with parents and hope they see the value of serving while their kids attend. We keep a very strict leader-to-child ratio. If we do not have enough leaders, parents are encouraged to find another club, place their child's name on a waiting list OR join us in the ministry that their kids are in! You would be surprised how many new leaders we get every year from this procedure. I am always amazed by God's faithfulness!

- *Debra Sims, California*

Many leaders are the parents of clubbers. Build relationships with parents in your church and invite them to serve in Awana.

- *Ron Ryba, Illinois*

Parents and grandparents make the best leaders as long as you suggest that they work in the clubs that their children are not in. Currently we have around 35 clubbers and 35 leaders, plus some of our sixth-graders begged to stay in club, so we made them student leaders working with Puggles, Cubbies and Sparks.

- *Cindy Hall, Pennsylvania*

We have a church rule that at least one parent of a Cubbie has to stay in the church building in case something happens. Mom and Dad often hang around and end up getting plugged into Awana in some way. They say, 'Hey, you know what? We are here. Can we help out?' As long as they know and love the Lord, we never say no.

- *Dave Pearson, Illinois*

Involve parents as helpers at the Puggles and Cubbies levels. Invite them the following year to be part of the leadership team.

- *Tom Kleinfeldt, Illinois*

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## Personal Contact

Have people over to your house for dinner and explain Awana to them. You can't recruit them as they walk down the aisle during a church service. As soon as the club year is through, start recruiting again for the next fall.

- *Bill DeVoe, Washington*

I ask them personally. I also ask other workers to give their testimony to potential volunteers relating to the blessing they get from volunteering.

- *Cynthia Breland, Mississippi*

We invite any potential leaders to our year-end barbecue and awards night. Some of the men are asked to help cook hamburgers and have a chance to talk with our male leaders.

- *Wendell and Doris Trimble, Oregon*

I enlist my leaders to talk to the people they know in the congregation and their small groups. They share what Awana means to them and how exciting it is to see the kids learn and grow throughout the year. Putting emphasis on the positive is always more productive in getting new leaders.

- *Connie Shons, Illinois*

The best way to recruit new leaders, in my opinion, is to ask them individually. You can have announcements, but personal touch is better. Some people want to serve but will not unless they are asked personally.

- *J.P. Morgan, Illinois*

In recruiting new volunteers, we have found that the excitement generated by current leaders and workers has spread to others, resulting in more people being willing to help. Keeping the clubbers and their activities before the church congregation helps as well.

- *Jim Ewing, South Carolina*

Organize an ice cream sundae party for church members. Set up a display for each club. Show Awana videos (such as the You Belong recruitment video). Ask Awana leaders to mingle with church leaders and talk to them about Awana.

- *Veronica Culberson, Kansas*

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## **Announcements**

We keep Awana in front of our church by doing things like presenting all Sparky and Timothy Awards in our morning worship services.

- *Barry Kauffman, Pennsylvania*

For three weeks before the first night of Awana, our pastor gives us time in our Sunday and Wednesday services for a short testimony from an Awana leader. We've had veteran leaders, first-year leaders, student leaders and even a non-leader who completed the entire program and earned a Citation Award. This gives potential leaders a good look at what their service can accomplish.

- *Elena Loera, San Diego, California*

Make a video of Awana leaders who serve. Ask them why they serve and what they enjoy about Awana. Show this during a weekend church service and invite people to talk with the commander.

- *Ken Baker, Pennsylvania*

*On the same day that you set up an Awana sign-up table in the church lobby, have the pastor or commander make an announcement during the service. Make the announcement exciting and fun. Explain what Awana offers to kids. Let potential leaders know that they will be fully trained. Ask a few youth or older clubbers to share what their time in Awana has meant to them and how their leaders have helped them grow spiritually.*

- *Anonymous*

We hold an Awana Sunday before the club year. Our third- through sixth-graders serve as greeters and ushers. All Awana leaders wear their uniform so anyone with questions can see who to ask. We have a table set up for early registration and display the awards that clubbers can earn. Each year this encourages several new leaders to sign up.

- *Elena Loera, California*

## **Incentives**

I hand out leader awards every club night. I put each of their names in a box and pull out two who receive a gift certificate for ice cream. At Christmas, I send out cards with \$5 gift certificates. We end the year with a banquet at a nice restaurant. I can do this because our church has given me a generous budget and I reserve some of it for leadership development and fun. When people who aren't involved with Awana hear about the good time we're having, they ask me if they can join! Last year, we had 90 clubbers and 38 leaders!

- *Terri Dudley, Colorado*

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We hold leader nights when each leader brings an adult friend to observe club. Leaders earn points for their team for each friend they bring.

- *Wendell and Doris Trimble, Oregon*

## **Prayer**

We live in a military town. Many great leaders come and go every three years. Our biggest tool to overcome this? My wife and I pray. It becomes a joy when we watch people approach us and volunteer. Then we say to each other – it was God! The ‘fills’ don’t always come immediately. We’ve faced many registrations without one or two key people. But soon all are filled exactly as we needed.

- *Billy Moore, Florida*

## **Surveys and Forms**

At the end of the club year, we pass out club leadership surveys and ask our leaders to write down the names of two people they would like to ask to help in Awana. Also, our church members fill out a card of all the ministries that they’d be interested in helping.

- *Ryan Grundlock, Georgia*

## **Student Leaders**

We use the students in Journey to work in club during evenings. Journey meets an hour earlier on Sunday, then the students come to club to work as student leaders. There are 15 in our group. That is quite a boost to our leader numbers. We are a better club because of them. Our younger clubbers can’t wait to become student leaders when they reach high school.

- *Kathy Ray, Texas*

## **Taste of Awana**

We invite parents and church members to come out and simply listen to kids recite Bible verses. Once they see a child hiding God’s Word in his or her heart and realize (sometimes after encouraging words from a commander or leader) that they played a role in God’s purpose for that child, it often leads to them wanting to take on a bigger role in Awana. God has planted many a seed through the simple task of listening.

- *JoBeth Wampler*

Have an idea or recruitment suggestion that you’d like to share?  
Email us at [leadershiptraining@awana.org](mailto:leadershiptraining@awana.org).