

- Talking Points for Recruiting Volunteers as ISI Staff and Ministry Representatives -

We have found that most of our team members have joined ISI as staff or Ministry Representatives after having first volunteered with the organization. Many of them have volunteered for years. Often, a volunteer is experiencing life change that will allow them to increase their commitment. At times, they are just waiting to be asked to do more. In fact, not long ago I talked with a woman who has volunteered over 20 years who is now applying for part-time staff.

Why do people make that transition? For MANY different reasons, but most of all, they love the ministry and have seen how God can use them in reaching the world for Christ. Here are some tips that you can use to help your volunteers take the next step:

Ministry Representatives

Many Volunteers may not see the value in making this transition. They might say that it's what they're doing already, why become "official" ISI team members? Here are a few points to help answer this question:

- Many people like feeling that they have an "official" role. They feel their views may be more highly regarded and that they are seen as more a part of the "team." Often, they are interested in being more a part of the decision-making processes as well. Discern what each person's "hot button" might be.
- Expenses – This is a primary reason to recruit your volunteers to become Min Reps. Most are spending a significant amount of money on student outreach. When they realize how much money is coming from their personal funds and that raising funds through ISI will be a blessing for their personal budget, they may be willing to consider the Min Rep role. Between their church and some close personal contacts, most individuals can easily raise funds to cover their ministry expenses.
- Training and conferences – If, as Min Reps they raise funds to help with ministry expenses, they are more likely to pursue training and attend conferences—which will bond them to the ministry and to your team.

Staff

Volunteers or Min Reps are key to finding your next staff recruits. What can you tell them to help them take the next step?

- One of the great advantages of ISI is that we allow for part-time staff roles (minimum 5 hours per week). They may be willing to begin with ISI at the minimum hours and then increase their hours as their confidence and experience grows. This is a great option for Min Reps who want to take the next step, spouses who want to become staff, or those committed individuals who need a part-time salary.

- Share the vision, but also share how the individual's specific gifts may be used to meet a specific need on your local ISI team. Help each sense that he/she would bring value to the team's goal of advancing the local ministry to internationals.
- Let individuals know that ISI offers training in Partnership Development and will provide a personal PD coach to assist them.

The Process:

- Send a prospective Min Rep or Field Staff member to www.get2knowISI.org
- Each individual needs to fill out the Inquiry Form on the site and then an application will be sent.
- Once we accept an application, the individual will be assigned a coach to go through the ISI modules with them.
- Once an applicant completes the modules and we receive responses from their references, an acceptance decision is made.
- New staff members are required to attend New Staff Orientation (NSO) before becoming "official" employees. Min Reps are invited but are not required to attend NSO.