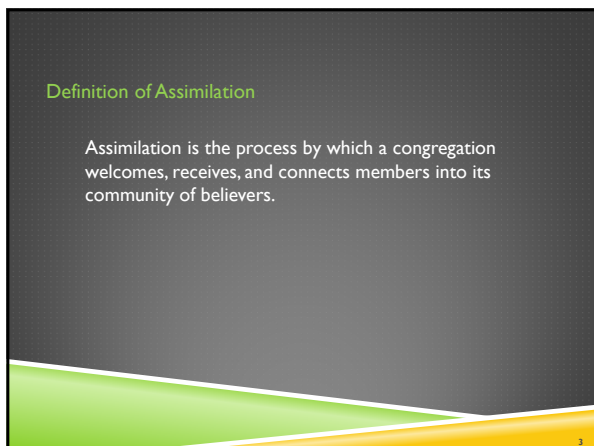


General Statistics

1. There are over 350,000 churches in the USA and 80-85% are plateaued or declining.
2. LCMS – loses thousands of members out the back door every year.
3. Christianity is growing on every continent except North America.
4. US population grows by 1% a year. Christian population has not grown in the last decade.
5. Only 40% of the U.S. population attends church on any given week.
6. 85% of non-churched people were churched at some point in their lives. Many felt that they were driven away.
7. Churches that did the best at retaining people were nondenominational churches, Assemblies of God, and Mormon churches.




Definition of Assimilation

Assimilation is the process by which a congregation welcomes, receives, and connects members into its community of believers.


The goal of assimilation is to:

1. Help members build strong relationships with other members
2. Get them involved in a small group or fellowship
3. Help them find a meaningful service role in the church.




Assumptions about Assimilation

1. It is not automatic.
2. Responsibility for assimilation rests within the church.
3. It begins before membership and continues after.
4. It is an ongoing process and must never stop.
5. Assimilation takes time, effort, and money.



What does an assimilated member look like?

1. Has a positive regard for his/her faith in Jesus Christ.
2. Understands something of the history and beliefs of the denomination.
3. Has become familiar with the church facilities and program offerings.
4. Identifies with the goals of the congregation.
5. Is regular in attendance at worship, communion and Bible study.
6. Feels a sense of spiritual growth and progress.



What does an assimilated member look like?

7. Has taken the steps necessary to affiliate with the congregation.
8. Can identify at least 6-7 personal friends within the congregation.
9. Is involved in a small group or fellowship.
10. Has identified his/her spiritual gifts and is using them through an appropriate ministry role within the church.
11. Gives regularly and generously to the work of the church.
12. Is a reproducing Christian.

How to Develop and Organize an Assimilation Team


1. Write a ministry description for the team.
2. Include a Purpose statement.
3. List the responsibilities of the team.
4. Break down the Teams responsibilities into individual job descriptions.

What to include in a job description

1. Goal or Purpose	7. Special Talents or Abilities Desired
2. Ministry Area/Team	8. Passion For
3. Position Title	9. Length of Service Commitment
4. Accountable To	10. Anticipated Time Commitment
5. Ministry Target	11. Training Provided
6. Spiritual Gifts	12. Responsibilities / Duties


How do you go about recruiting people for ministry?

- You ask them
- Research indicates that 71% of adults would say yes if asked.




When it comes to recruiting people for assimilation who do you ask?

- People who have been members of the church for two years or less.



Other Recruiting Methods

1. Bulletin announcements
2. Pulpit announcements
3. Newsletter
4. Display Boards



Where do you find people to recruit?

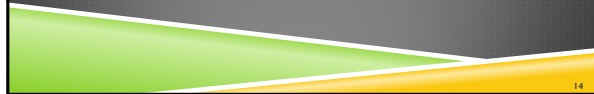
1. Volunteer Bank
2. Your circle of friends
3. Pastor and other staff members
4. Recruiting Sheet



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Ineffective Recruiting Methods


1. The last on the list
2. The little white lie
3. The guilt trip
4. It's your turn
5. The Buffalo Bill approach.
6. The Draft Method



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What is the best method when it comes to recruiting?


- > Personal invitation
- > Volunteer recruitment is a process that attracts and invites people to consider volunteer involvement in the church.



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How do you go about inviting people?

1. Give them a job description.
2. The invitation is a personal contact.
3. Use the courtesy factor.
4. Avoid voice-mail.
5. Avoid asking on Sunday morning.




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When inviting a person to serve what do you say to them?

1. Share the mission and vision of the ministry.
2. Offer to meet with them to go over the details
3. Tell them about the training requirements.
4. Don't ask for a yes or no up-front.
5. Ask them to prayerfully consider the position

Letter method


1. Send a personal invitation.
2. Include a Job Description.
3. Include a copy of the team's responsibilities.
4. Follow up with a phone call.



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What if after inviting them to serve, they say, "No?"

- > Sometimes a "No" really means they don't feel qualified.
- > Let them know they will receive training and support.
- > Thank them for considering the position.




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What if after inviting them to serve, they say, "Yes?"

Provide orientation and training for the position.

1. Training equips people for the job.
2. Gives guidance and direction.
3. Builds confidence
4. Builds relationships.
5. Shows how the task fits in the team's overall purpose.
6. Answers questions.



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What methods can you use when training people?

1. Workshops and Seminars
2. Group instruction
3. One-on-one instruction
4. Buddy system
5. Written instructions
6. Books, magazines and videos



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Future Webinars
michigandistrict.org/webinars



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