

Summary of Findings Regarding
Recruitment of Servants in the Church

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*Team - pastoral teams -
needed in churches.*

I. Recruitment

1. There is a diversity of gifts which the church needs to recognize.
2. The church needs to take greater initiative in challenging young people and other servants by tapping them on the shoulder for the work of the church according to existing gifts, needs, and spiritual discernment.
3. The church needs to relate to its young people who are away in school to give them the spiritual warmth and challenge of the church.
4. The spiritual climate of the church is of utmost importance for recruitment.
5. The pastor must set a positive example of the ministry if young people and others are to be interested in the work of the church.
6. Our Christian schools need to work closely with the churches and our young people who are there during vocation-choosing years to challenge and guide them to consider the work of the church.
7. The church needs to look again at the matter of a multiple ministry for our churches.
8. Prayer as one method of recruitment needs to be exercised more.
9. All Christians need to be open to the call of God to the work of the church.

*Churches fail to promote
evangelism - and to
properly understand the
aspirations, anxieties, concerns,
thought patterns of our youth -*

II. Definitions Which Are Needed

1. Definition of the church.
2. Definition of the ministry.
 - a. Items to be considered:
 - (1) The role of the pastor as leader
 - (2) The priesthood of believers or lay participation
 - (3) Does the New Testament make a case for the full-time ministry?
 - b. What is meant by the "ordained lay ministry"?
3. Definition of the "Call" or the "Call of God".

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III. Problems in Recruitment

1. The mobility of the present-day church population.
2. The anti-establishment sentiment of the day.
3. The financial and tenure insecurity of the pastor.
4. The conflict between emphasis on social action and evangelism.
5. The reluctance of the church to accept change. *ills in church need to be acknowledged and confessed - and repented of - so ground might be*
6. The rapid social and technological changes causing ferment in society which *prepared for change and renewal* are reflected in the church.
7. Keeping channels of communications open between the church leadership and the church body.