

## **RECRUITING SECURITY VOLUNTEERS**





Michael Mann, M.S., CPP<sup>®</sup>, PSP<sup>®</sup>

[contact@michaelmannsecurityservices.com](mailto:contact@michaelmannsecurityservices.com)

Phone: 615-956-3912



# AGENDA

1. Volunteer 10 Step Process:
  1. Recruitment
  2. Retainment

# 1. DEVELOP STANDARDS FOR THE MINISTRY

- Security assessment based:
  - Training and certification
  - Background/skills
  - Service requirements



## 2. CONDUCT A NEEDS ASSESSMENT

- Quarterly Process:
  - Immediate
  - Long term: growth



## 3. USE EXISTING TEAM MEMBERS TO RECRUIT

- Friends and family plan:
  - Standards
  - Requirements



## 4. USE THE CHURCH'S RECRUITING PLATFORM

- Scheduled process:
  - Ushers
  - Greeters
  - Children's ministry



# 5. PROVIDE AN INTEREST MEETING

- Process identification:
  - Requirements
  - Expectations
  - Timeline



# 6. APPLICATION PROCESS

- Application:
  - Current volunteer status
  - Background inquiry
  - Special skills or knowledge



# 7. TRAIN AND CERTIFY THE VOLUNTEER

- Training:
  - Interest and ability
  - Resources: internal & external
  - Documentation: training records



## 8. PROVIDE CONTINUING EDUCATION

- Advanced training
- Refresher training
- Available resources: internal and external



## 9. CELEBRATE THE VOLUNTEER'S SERVICE

- Engagement:
  - Quarterly gatherings
  - Roll call engagement
  - Individual awards



# 10. MAINTAIN OPEN COMMUNICATION

- Provide updates to the church:
  - Resources: volunteer numbers
  - Future change in security plan
  - Services provided outside of the church
  - Activity reports





Michael Mann, M.S., CPP<sup>®</sup>, PSP<sup>®</sup>

[contact@michaelmannsecurityservices.com](mailto:contact@michaelmannsecurityservices.com)

Phone: 615-956-3912