

# Church Worker Recruitment Resource

## Prayer for Church Workers

O God,  
who have chosen us  
to make disciples of all nations and  
who by Baptism  
have called us to build up Your church,  
we earnestly implore You to choose  
from among us, Your children,  
many pastors, deacons and church workers  
who will love You with their whole heart  
and will gladly spend their entire lives  
making You known and loved by all.  
In Christ's name we pray.  
Amen

## RSVP Revisited

*In 1998 Lutheran Church–Canada undertook a recruitment effort that we called RSVP. The basic idea was to provide resources that congregations could use on a Recruitment Sunday (preferably in January) and encourage members to identify prospective church workers. Those individuals were referred to their pastor, who would interview them and then, if appropriate, forward their names to Synod for follow-up by Concordia College or one of our two Seminaries. That recruitment effort was quite successful as many individuals who were identified as potential church workers went on to study for Diaconal or Pastoral ministry.*

*Unfortunately, the RSVP initiative was discontinued after about 8 years. However, the resources developed then are still available. Some of these resources are being revised for use in our congregations today. Church workers are still needed. The potential harvest is greater than ever. It is our prayer that congregations will make use of the revised Recruitment Initiative materials and forward the names of prospective students to Lutheran Church–Canada for follow-up.*

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Project Coordinator: Rev. James Fritsche  
Sermon: Rev. Warren Hamp  
Adult Bible study: Rev. Mark Dressler

## **A Bold Invitation**

A young man wants to ask a young lady to be his date for the school dance. He is very nervous and lacks the courage to make the invitation.

A new family moves into the neighbourhood. You know that you should get to know them and invite them to come to church with you, but you have trouble making such a bold invitation. A member of the Board of Elders, nervous about visiting an inactive member, prays for God's help to invite that member back to worship.

Have you ever had to make a bold invitation? This year's Recruitment Initiative Sunday recalls our Lord's bold invitation to His disciples to make a bold confession. St. Peter responded to that invitation by affirming that Jesus is indeed "the Christ, the Son of the living God" (Matt. 16:16). Jesus goes on to affirm that this confession was not of Peter's own understanding, but revealed from the heavenly Father.

Lutheran Church-Canada continues to need servants who will boldly confess that Jesus is the Christ. On Sunday, January 22, our congregations will once again ask their members to make a bold invitation to nominate individuals who should consider becoming a full time worker in the Lord's kingdom. *(We suggest commemorating the Confession of St. Peter on January 22).*

I invite you to make bold use of the materials we have prepared. Encourage the members of your congregation to fill out the nomination forms and personally visit those who are nominated. Return their names to the LCC office for follow up by Synod. In the case of minors who are nominated, be sure to seek permission from their parents.

We give thanks to God for all potential church workers who have been identified since this initiative began and we ask His blessing on our continuing efforts to recruit workers for His harvest fields.

Yours in Christ,  
Rev. James Fritsche

# Recruitment Process

Lutheran Church–Canada’s recruitment initiative is a process of Invitation, Response and Reward. It is the invitation to consider the call of God in one’s life, the response of acting on that call, and the reward of knowing that we are acting on God’s will.

We are asking the people of God, those sitting in the congregation, the ones who know the discussions around the dinner table, who know the need for church workers better than we ever will, to nominate or bring forth the names of individuals who they might believe are possible (or potential) candidates for church work vocations. Through our preaching, prayers and sharing of our call we can keep before our people the need for church workers, and their responsibility for promoting and supporting pastoral and church work vocations.

## THE PROCESS

**The Recruitment Initiative contains four stages:**

PREPARATION  
PREACHING  
NOMINATION  
FOLLOW UP

### STAGE ONE: Preparation

In this resource we have included bulletin inserts and resources for reproduction and use in worship. These are to help prepare the congregation and should be used in the weeks prior to recruitment Sunday. You will be asked to read a letter from President Bugbee regarding church work vocations, and include in your prayers intercession for the Lord of the harvest to provide labourers.

### STAGE TWO: Preaching

Through the gifts of the Holy Spirit in our preaching we reflect in a very personal way our own call, our response and the reward of responding to God’s call. This resource includes a sermon focusing specifically on leadership and the role the congregation plays in identifying full-time church workers.

### STAGE THREE: Nomination

Following the sermon on January 22 we ask the people of God to reflect and look around the parish to see whom they think may consider church work. The members of the congregation are asked to fill in a nomination form and return it to the pastor. It is a simple process. The nomination form can be distributed again the following Sunday and returned that Sunday with the offering. A prayer of thanksgiving is included in the prayers.

### STAGE FOUR: Follow-up

This is the most critical of the stages. The first contact from the pastor with those nominated can make or break the nomination. This will take place during February. In our positive response we can help that spark of potential seen by one of the parishioners, grow into a flame. Once the pastor has made contact with the individual and they respond in a positive manner, then the pastor sends an evaluation form to Synod.

## THE RESULTS

Imagine if each of the 309 congregations in Lutheran Church–Canada identified ONE potential church worker! That would mean more than 300 men and women would be affirmed in the gifts and talents God has given them—more than 300 believers to whom God the Holy Spirit may be saying: I want you to serve My people as a worker in Lutheran Church–Canada.

We ask With Great Boldness and we believe there will be a response to God’s invitation to service.

### **With Great Boldness Recruitment Initiative Schedule**

January 15

- read letter from President Bugbee to congregation
- distribute bulletin insert (four choices)
- make verbal announcement regarding the initiative

January 22

- distribute bulletin insert/nomination form
- use lessons and suggested hymns
- use Hymn: “A Bold Confession”
- preach sermon
- collect completed nomination forms
- use the Prayer of Thanksgiving

In February

- interview nominees and complete interview form

In March

- send completed interview forms to:

Marlene Mohr  
admin@lutheranchurch.ca  
Lutheran Church–Canada  
3074 Portage Avenue  
Winnipeg MB R3K 0Y2

## TO OUR LUTHERAN CHURCH—CANADA FAMILY

A young professional recently asked, “Is there really a need for training *pastors* nowadays?”

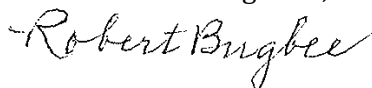
Yes, there is a market for pastors! Don’t take my word for it! St. Paul points to a huge market – the whole world – when he writes, “*How can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them?*” (Romans 10:14). As long as there are people who don’t confess Christ ... and churches needing faithful shepherds ... and unreached communities, there will always be a need for pastors to bring the Good News.

And here’s a more exciting thing: Recruiting a new generation of preachers is your business and privilege! It doesn’t matter who you are! You may be...

- ... a parent or grandparent with love for that young man in your family who confesses Jesus and has gifts to serve God’s people; your encouragement may be all it takes to nudge him to think of being a pastor;
- ... a pastor nudged by friends or relatives long ago to consider the ministry, who has forgotten how important it may be to talk to a prospective preacher of the joys in this blessed work;
- ... a faithful church member hearing Jesus say, “Ask the Lord of the harvest ... to send out workers into his harvest field” (Matthew 9:38); yet not making this a regular prayer concern because your congregation has a good pastor and hasn’t struggled with lengthy vacancies;
- ... a shut-in or senior who cannot get to church anymore, but can show your love for Christ by praying at home constantly for future pastors God may wish to reach ... by praying for our seminaries, that they will do a faithful job of shaping ... and by praying for congregations and mission stations yearning to welcome them;
- ... a sincere follower of Christ with curiosity about ministry but lots of fear and doubt about the role of pastor, uncertain of who to talk with or what to do next; to explore if the Lord of the Church might want to call you to be a preacher and shepherd of His people.

I hope it’s clear by now: Pastoral recruitment needs to be on the minds and in the prayers of every person in our church. For Jesus’ sake, please let it be on your mind ... and take it into your prayers also!

In Christ our seeking Lord,



Pastor Robert Bugbee, President  
Lutheran Church-Canada

**Bulletin Insert 1**  
**You Can Pray!**

In some situations, praying is all we can do. We may be hundreds of miles away from a loved one suffering from an illness or tragedy. We can still pray. The Bible tells us that “the prayer of a righteous man is powerful and effective” (James 5:16).

God hears our prayers and answers — sometimes yes, sometimes no — but always according to His will.

Today you have the opportunity to pray for Lutheran Church–Canada and the need we share for church workers — pastors and deacons. Around us we see the results of sin and how Canada needs men and women— dedicated Christians—to reach out with the saving message of forgiveness in Jesus Christ.

Our congregations need pastors, men who will proclaim that message. We need other men and women who will serve alongside as teachers and directors of parish services. You may not have those kinds of people in your congregation, but others do. Maybe hundreds of miles away. We can still pray.

After seeing those around Him who needed to know God’s love and forgiveness, Jesus said to His disciples, “The harvest is plentiful, but the labourers are few; therefore pray earnestly to the Lord of the harvest to send out labourers into His harvest” (Matthew 9: 37-38 ESV). We can still pray!

*This resource invites members of Lutheran Church–Canada congregations to identify men and women who they believe have the gifts and talents for church work vocations.*

**Bulletin Insert 2**  
**Who me?**  
**No way!**

That’s what Moses said when God told him to lead His people from slavery in Egypt to the Promised Land.

That’s what Isaiah said when God called him to speak His Word as His prophet.

That’s what Jonah said when the Lord sent him to Nineveh.

The Bible is littered with names of men and women who told God He had the wrong person for the job. God called. And the response? No way!

Maybe someone at church has said to you, “You’d make a good pastor.” Or “You’d make a great teacher.”

Did you think: No way?

Our church believes God uses His people—members of your congregation— to identify possible future church workers and let them know about it.

When Moses and the other no way-types in the Bible finally said OK, exciting things began happening. God used His willing workers to share the message of His love and forgiveness. Is there any better message?

So when someone asks you to think about full time church work—listen carefully. You never know where it could lead!

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**Worship Resources**  
**January 22, 2017**  
**The Confession of St. Peter (transferred)**  
**'With Great Boldness'**

**Collect**

As You revealed to Peter that You are the Christ—strengthen us in that same faith in our Saviour that we too may joyfully confess that there is salvation in no one else, through the same Jesus Christ, our Lord, who lives and reigns with the Father and the Spirit, one God, now and forever. Amen.

Introit - 'I will speak of Your statutes before kings, O Lord, and will not be put to shame' (Psalm 119:46)

Hymns:

LSB 517 st. 1, 10, 3 By All Your Saints in Warfare

LSB 586 Preach You the Word

LSB 645 Built on the Rock

LSB 827 Hark, the Voice of Jesus Calling

Acts 4:8-13

Peter responds to the crowd after 'giving legs' to the crippled beggar at the gate called Beautiful:

- by the name of Jesus Christ of Nazareth whom YOU crucified but whom GOD raised from the dead

- Stone the builders rejected has become the capstone
- No other name in which Salvation is found

2 Peter 1:1-15

Everything we need for life and godliness comes from God. Looking ahead, Peter sees that his "departure" is drawing near and promises to "make every effort" to see that believers will remember the things that he witnessed.

Mark 8:27-35

"Who do people say I am?" "Who do **you** say I am?" The opinion of others may be important, but Jesus makes our confession personal. Is Jesus just another great teacher and leader? Or is He the Saviour? Peter confessed, by the power of the Father, and so must we.

**Prayer of Thanksgiving**

Dear Lord Jesus, we thank You, for You continue to call faithful labourers into Your harvest. Bless all those whose names we are receiving today that they may be led to consider the call to serve You as future pastors and church workers. Grant them the wisdom to understand Your will for their lives. And, if it be Your will, lead them to respond to the call to full-time service in Your church, to the glory of Your Holy Name, and for the expansion of Your Kingdom; for You alone are the Lord, and with the Father and the Holy Spirit are one God, now and forever. Amen

## **A Bold Confession**

### **A hymn for Recruitment Sunday**

*This hymn is sung to the tune of "On Jordan's Banks" (LSB 344) or any other LM melody. It may also be sung antiphonally, with choir/Pastor singing the first two lines of each stanza and the congregation responding with lines 3 and 4.*

A bold confession once was made  
When Jesus asked a question clear  
"Who do the people say I am?  
"What are their thoughts? What do you hear?"

"Some say you are the Baptist, John;  
Elijah, or some prophet come."  
"But what of you," inquired the Lord,  
"What say you of your own accord?"

"You are the Christ," St. Peter said,  
"The Son of God, the living One."  
"How blessed you are," the Lord replied,  
"This truth revealed from God on high."

The Lord invites us all to make  
The bold confession of His name  
That all may know the truth profound:  
The Saviour of the world came down.

Lord raise up workers for the fields  
To tell the wonders of Your love  
And may their witness boldly made  
Bring countless souls to heav'n above.

Rev. James Fritsche

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**Adult Bible Study**  
**Sunday, January 22, 2017**  
**Acts 4:8-13**

One of our Scripture readings for this Recruitment Sunday is a speech Peter gave to the religious leaders of the day. Read Acts 4:8-13.

- 1) Would you describe Peter as unsure of himself as he gave this speech? Why do you say that?
- 2) Based on this passage alone one might think that Peter is a well-educated man, schooled at the finest Lutheran seminary. Is that true? (See Matt. 4:18-20)
- 3) What sort of education would Peter have had for his vocation as a fisherman?
- 4) What disadvantage and what advantage would Peter's background have on his new life in the ministry?
- 5) While none of the disciples were theologically trained when Jesus told them "Follow me," they did have an education in the Word of God. Read Luke 11:1- 4, Mark 8:31, and Luke 24:27.
- 6) In addition to this teaching, they also had some divine help in their ministry. Read Acts 2:1-4 Discuss the differences in the disciples' character before and after this Pentecost experience.
- 7) How does God still provide divine help for those who enter the office of the public ministry? Read 1 Tim. 4:14, and 2 Tim. 1:6-7.
- 8) Often when we look in our congregation for potential pastors or church workers we tend to "weed out" a number of candidates right away (e.g. too old, not smart enough, not a "people person," too quirky). It may be helpful (and even encouraging) to look at some of the people God chose to carry out the proclamation of His word:
  - a) Matt. 9:9 Matthew (a hated tax collector)
  - b) Acts 7:59-8:1 Paul (a persecutor of Christians)
  - c) 1 Samuel 16:11-13 David (a child)
  - d) Exodus 4:10-13 Moses (had a speech impediment)
  - e) Matt 3:4-6 John (a wild-looking man from the desert)
- 9) Take some time to think about those in our congregation who may often get overlooked when we think about future pastors and church workers. Discuss what strengths those individuals have and consider how the congregation could help nurture them so that they may better be able to serve the church in a vocation.

Peter came a long way from the time when Jesus first met him. Through the teaching of the Word of God and the divine help of the Spirit, he became a strong advocate of the Gospel of Christ, helping the Good News of salvation through Jesus to be proclaimed to the four corners of the world.
- 10) Is there a potential "Peter" in our congregation? How about a Matthew, a Paul, a David, or a Moses or a John?

Closing prayer:

Lord God, heavenly Father, in Your wisdom You choose to proclaim Your Word of salvation through the people of Your Church. Enable us to find and nurture future church workers from among us that You may continue to send labourers out into the harvest. We thank You for the Word You have brought to us, that we will one day join with the saints who have gone before us, joining You in the Feast of the Lamb which has no end. We pray through Jesus Christ our Lord. Amen

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## Recruitment Nomination Form

WE THANK GOD for those in our congregations who take care of the little things like clearing the snow, mowing the lawns and keeping God's house clean. These dedicated volunteer church workers serve their Lord as time allows.

But the church also has full-time church workers—and needs more. These are the pastors who lovingly serve God's people through Word and Sacraments, visitation, counselling, and guiding members through life's milestones. And they are the deacons who teach in our Lutheran schools or join in parish team ministry as Directors of Parish Services. Others serve as Parish Nurses. Each is a full-time servant of the Gospel. And each began as a member of a congregation.

Today you are invited to look around your congregation and see if there is someone who you believe has the gifts and talents God could use in full-time church work. Maybe you have noticed their love for the Lord and other people, how they enjoy serving and helping, their involvement with youth or young adults, their intelligence.

The form below gives you the opportunity to share that person's name with your pastor. He will follow up with a visit and then pass the name along to Lutheran Church–Canada so that our seminaries can continue the encouragement.

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After prayerful consideration, I believe this person has the qualities needed as a future church worker. Perhaps Jesus is calling him/her to this particular path of discipleship.

NAME: \_\_\_\_\_

Please supply additional information if it is known.

ADDRESS: \_\_\_\_\_

E-MAIL ADDRESS: \_\_\_\_\_

PHONE: \_\_\_\_\_ AGE: \_\_\_\_\_

PLEASE LIST THE QUALITIES THAT MAKE THIS PERSON SUITABLE FOR CHURCH WORK:

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YOUR NAME: \_\_\_\_\_

Please place the completed form in the offering plate.

**Sermon for January 22, 2017**  
**The Confession of St. Peter (observed)**  
**Matthew 16:13-19**

“Who do people say the Son of Man is?” That sounds like the kind of question you might get when someone is taking an opinion poll. Opinion polls are very popular these days. Companies and organizations are always wanting to know your opinion.

The problem with opinion polls is this—that in our sinful human condition, our opinions are generally wrong—false—misleading dreams. The question put by our Lord today still solicits a myriad of responses. Who is Jesus?

Plenty in our post-Christian culture would admit to Jesus being a good man, one of the classics of world spirituality like Ghandi, or the Dalai Lama. Others— maybe those who had a smattering of Sunday school forced upon them as children—would consider Him to be a good example. They wouldn't object to the question “What would Jesus do?”—as long as they are not bound by the answer to that question. Still others might answer that He was a teacher of principles for effective living—how to persevere, how to meet your goals.

They might even use Jesus as an example in their business seminars. Plenty of our Jewish or Muslim neighbours would fully admit that Jesus was a great prophet of God, one who deserves His place in the long line of God's historic prophets. And you might have to add a new category if you were taking a multiple choice opinion survey about who Jesus is today: We could call it “e)” None of the above—or, more to the point— “Who cares?”

Even within the visible church of our day, within Christendom, the answers to the poll question: “Who is Jesus?” would be opinions of various shapes and sizes:

- Jesus the social conscience, fighting for the rights of the poor, the advocate of the farmer, the union booster
- or Jesus the feminist advocate, spearheading the fight for a woman's right to choose, battling the spectre of male domination and oppression
- or Jesus the liberator of creation, who impels us to bring about a new world order where our environment is considered sacred again
- or Jesus the entertainer, who attracts all those spiritual seekers through the inventive (but irreverent) antics of the preachers and people who come together to “celebrate” Him.

Opinions abound all the more today concerning who Jesus is, since we have had many more centuries to think about it—and more resources from which to form the wrong opinion about Him.

Which RAISES a question: Was Jesus really taking an opinion poll?

Jesus is the all-knowing Lord, who understands better than we how misguided we are in our own minds; who, as the Psalmist declares, “remembers that we are dust,” and that our opinions are not worth much more than dust either. Jesus' seeking of human opinion will always show us how wrong we are.

We don't get it! We miss the point! We who are by fallen nature false, will never come up with the truth on our own.

But—thanks be to God—He doesn't wait for us to get it on our own. Jesus puts again the question that needs answering more than any other question in the world: "What about you? Who do you say I am?" And Simon Peter confesses with great boldness, "You are the Christ, the Son of the Living God."

Take care to note that this is NOT Simon Peter's opinion about Jesus. This is his confession of faith. There is a difference between the two. Opinions are what we come up with out of our own little minds, and they are often wrong, since our minds are in bondage to sin. But the confession of faith is something delivered to us, given to us to speak, handed down to us.

Thus, Jesus replies to Peter, "Blessed are you, Simon son of Jonah, for this was not revealed to you by man, but by My Father in heaven."

Thus we confess that "I cannot by my own reason or strength believe in Jesus Christ, my Lord, or come to Him, but the Holy Spirit has called me by the Gospel..."

Peter was called by the Gospel. He had seen the miracles that testify to Jesus being the Christ. He had heard the teaching of this One who taught with the authority of God's Messiah. By virtue of his confession—which is actually God's gift to him—Peter is given a new name with a new purpose and new meaning.

Jesus says, "And I tell you that you are Peter, and on this rock I will build My church, and the gates of Hades will not prevail against it."

What does this mean—that Peter is the rock on which Christ's church is built?

Well, Peter's un-rock-like character is ironically portrayed only moments after this complimentary- sounding word from our Lord. And we know from the Gospels how inconsistent and impetuous this same Peter the confessor could be. However, it was not Peter's character that earned him this designation from Jesus. Nor was it Peter's brilliant and insightful opinions. Peter is given a solid foundation— as the whole church of Jesus Christ is given the same foundation— only through and because of the confession of Christ that the heavenly Father grants to our minds and hearts and mouths.

We are only "rock-like" through faith in Him who is the true Rock. As St. Peter would write later in his first epistle: "As you come to Him, the Living Stone— rejected by men but chosen by God and precious to Him—you also, like living stones, are built into a spiritual house to be a holy priesthood, offering spiritual sacrifices acceptable to God through Jesus Christ."

We are built upon the Rock through our confession of faith in Jesus, who is the Christ. "Christ" means "Anointed One"—Messiah. This term carried a weight of freight for Peter and the Apostles who grew up in expectation of God's coming one, God's Anointed One. And some of that freight was untrue. Incorrect opinions had developed concerning who the Christ would be and what the Christ would do. That gives reason why Peter—who with great boldness made the rock solid

confession—would even misunderstand what Jesus was all about, and take offence at the thought of suffering and rejection and a cross for His Lord and Master.

So also the church of Christ today may misunderstand who the Christ is whom we confess. Like Peter, we may think that our boldness about Him is due to His visible victory over all that ails us in this life. But the Christ of God has come to suffer. The Christ of God has come to give His life as the ransom for the world.

The Christ of God does not look appealing in the world's eyes. It's no wonder that we shape opinions about Him that would make Him—and following Him— more glamorous.

Yet—thanks be to God—again and again, the Father delivers to us, hands down to us, the truth of who Christ Jesus is and the truth of what Christ Jesus does.

Peter is blessed to share this rock-like confession of faith when he preaches before the Jerusalem crowd in our first reading today—that Jesus is the One “whom you crucified but whom God raised from the dead,” that Jesus, as was prophesied, is “the Stone you builders rejected, which has become the capstone.”

Speaking of no one else but the Christ—the living Son of God, who as son of Mary suffered for our guilt and sin — Peter proclaims with great boldness that “salvation is found in no one else, for there is no other name under heaven given to men by which we must be saved.” Since we, by the grace of God, have been made “living stones” in Christ, as was the beloved St. Peter, we too have also been GIVEN by our heavenly Father the same great boldness with which to confess Him in our world.

And on this Recruitment Sunday, we pray to the same heavenly Father that He will pour out His Spirit and raise up among us men who will follow in a particular way in Peter's footsteps. After proclaiming the confession of Jesus as the Christ to be the rock on which His church will be built, Jesus indicates HOW this church will be built. “I will give you the keys of the kingdom of heaven; whatever you bind on earth will be bound in heaven, and whatever you loose on earth will be loosed in heaven.”

The Kingdom of heaven is entered only by those who are perfect kingdom people—thus only by those whose sins are forgiven, those who are clothed in the righteousness of Jesus the Christ. The calling of Peter, and of those who follow him into the holy office of the ministry, is to bind and loose sins, to declare the forgiveness of those who repent their sin and confess that Jesus is the Christ, the Son of the living God, but also to declare that those who do not repent and confess this faith are NOT forgiven.

Such a calling is offensive to a world holding the opinion that no one has the right to judge in such a way. (How many times have you heard that someone thought it pretty presumptuous for a guy in funny clothes to stand at the front of a church and tell everyone there that he forgives them all their sins in the name of the Father and of the Son and of the Holy Spirit?)

Such a calling is sometimes offensive in Christ's church, when opinions arise that would strip Peter and the pastors in his shoes of the authority that none less than Christ Himself grants here. In some parts of Christendom, to proclaim with Peter that there is no other name save Jesus by

which we are saved may be called narrow-minded and intolerant. For this reason, it is only with great boldness that any will take up this calling. And for this reason we call upon the heavenly Father, who alone can grant such boldness to the servants whom He has called and chosen.

We pray today for deacons in our church, who will join Peter in making the confession that Jesus is the Christ, the Son of the Living God, and who will live out that confession in their deeds of service to Christ's holy people. By the miraculous working of the Holy Spirit, the Good News that Jesus is the Christ will break through erroneous opinions—our own and those around us—in order that the Name that brings salvation—the Name of Jesus, the Son of the Living God—may be given to people so that they may be saved.

And by the Spirit's power we will confess Jesus to be the Christ with great boldness—boldness because we are not “spouting” our own opinions, but bearing witness to the Christ and telling of Him who has been revealed to us by the Father in heaven.

## Pastor's Interview and Evaluation Form

One of the key elements in identifying and encouraging future church workers is the follow-up by the pastor. There are two important aspects of the pastor's follow-up:

- 1) an interview with each person suggested on the nomination forms, and
- 2) the submission of those names to Marlene Mohr at the Lutheran Church–Canada office in Winnipeg for future follow-up.

### Pastor's Interview

After you have received the nomination forms, take a moment to thank God for each name submitted and ask for His guidance during your interview. The following are suggestions to help you in the interview:

1. Phone to set up the appointment. The person may already be aware that the congregation has been asked to submit names of future church workers. Inform the person that he/she has been identified by fellow church members as a possible future church worker and that you would like to meet to discuss this with him/her. (In the case of children or youth who are nominated, parents should be advised of the nomination and be present during the interview. The initiative should be explained so that parents are fully informed.)
2. A good place to begin is with the qualities (see nomination form) which others have seen in this individual which have led them to suggest his/her name as a future church worker. You might want to ask: "Do you see yourself in this way?" "Have you ever considered a church work career?" "Are there areas here at church where you would like to become involved?" (e.g. teaching Sunday school, helping with VBS, acolyte, hospital visitation, lector, altar guild, etc.)
3. Share with the person some of your own joys in the ministry. What pastoral tasks do you enjoy? What has been truly rewarding? How have you seen others grow in faith? When was a time when you felt you really made a difference in someone's life? Help them to see different opportunities for ministry as a pastor, a teacher, a director of parish services, a missionary, etc.
4. Ask for permission to share their name with one of our seminaries: "I'd like to let our seminaries know that you have been identified as a possible future church worker. Is that okay with you?"
5. Before you leave, take a moment to pray with the individual, giving thanks to God for the opportunity to discuss the work of the church with this person.

### Submission of Names

Following your interview, please fill out one Evaluation Form for each person you interview. (Please photocopy additional forms as needed.) The evaluation forms then should be sent to:

Marlene Mohr, Lutheran Church–Canada  
3074 Portage Avenue, Winnipeg MB R3K 0Y2

It would also be appropriate to phone those who submitted names, thanking them for their participation and letting them know that you interviewed the person they suggested.

We thank you for your participation in this effort. The task of recruiting future church workers is not the task of the pastor alone, but of all God's people. It is our prayer that we can help all our people accept greater responsibility in identifying, encouraging and supporting our future professional church workers.

**With Great Boldness  
Interview Evaluation Form**

Date of Interview:

Name:

Address:

E-mail:

Phone:

Age:

Current education level:

Home church:

Pastor:

1. Is this person's level of interest: (circle one) Low Medium High ?

2. For which church work profession is this person most suitable?

3. What impresses you about him/her?

4. How do you see this person in his/her relationship...

a. to the Lord?

b. to the church?

5. Please include any other matters you would like to share.

Return this form to:

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