

ALL IN

RECRUITING DIVERSITY Panel Discussion

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Kairos Prison Ministry International

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Recruiting Diversity

Diversity Defined - Broadly

- The presence of people from a variety of backgrounds and perspectives ranging from race to age to gender to geographical location to educational experience
- The inclusion of individuals representing more than one national origin, color, religion, or socioeconomic stratum

“Our glorious diversity – our diversities of faiths and colors and creeds – that is not a threat to who we are, it makes us who we are.” (Michelle Obama)



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Recruiting Diversity

Kairos Focus

Diversified recruitment in the areas of:

- Age
- Race
- Christian denomination

“After this I looked, and behold, a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb, clothed in white robes, with palm branches in their hands.” (Revelation 7:9)



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Recruiting Diversity - WHO

Target ages 40's and 50's (but all are welcome!)

- Individuals between the ages of 35 and 54 are the most likely to volunteer their time.
- When a person reaches their 40's, they are more likely to volunteer mainly for religious organizations than younger volunteers.
- 36.4% of Generation X Americans volunteer



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“As you grow older, you will discover that you have two hands — one for helping yourself, the other for helping others.” (Audrey Hepburn)

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Recruiting Diversity - WHAT

Recruit potential volunteers

Among the major race and ethnicity groups:

- Whites continue to volunteer at a higher rate (26.4%)
- Blacks (19.3%)
- Asians (17.9%)
- Hispanics (15.5%)



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Recruiting Diversity - WHEN

Anytime an opportunity presents itself

- A casual conversation while shopping
- On an airplane
- Riding your bike
- Walking/exercising
- At other volunteer events



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“Every person can make a difference, and every person should try.” (John F. Kennedy)

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Recruiting Diversity - WHERE

No limits!

- Annual conferences
- 4th Day Community events
- Church Ministry Days
- Places in our Christian community we haven't visited yet
- AC Recruitment Coordinator reaching out to church events to attend expos; set up a booth
- Fundraising events (combine with recruiting)

*"Alone we can do so little; together we can do so much."
(Helen Keller)*



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Recruiting Diversity - WHY

To increase our volunteer base

- Grow the Ministry to meet the needs of those we serve
- Afford others the opportunity to share in this powerful ministry
- Be a part of the fun and spiritual enhancement we receive
- Share our blessing with others while helping others
- Follow 3-on-1-off policy in order to re-fill ourselves and give others the opportunity to serve

“For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ.” (1 Corinthians 12:2)



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Recruiting Diversity - HOW

Ideas/suggestions!

- Similar to how we share pictures of children/grandchildren or trips, share an imaginary picture of a Kairos participant who was blessed by Agape love
- Share your experience as a Kairos volunteer, taking the time to listen-listen love-love
- Keep a ministry flyer handy at all times

“Then I saw another angel flying directly overhead, with an eternal gospel to proclaim to those who dwell on earth, to every nation and tribe and language and people.” (Revelation 14:6)



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Recruiting Diversity – ALL IN

Are you ALL IN and willing to:

- Step out of your comfort zone to recruit others who may not be in your immediate community or sphere of influence?
- Evaluate any unconscious biases you have that may interfere with diverse recruiting?
- Recruit at least two new volunteers for the next weekend?



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*“We’re **BETTER TOGETHER**” (Evelyn Lemly)*



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References

- AmeriCorps & Senior Corps
- The Bureau of Labor Statistics
- VolunteerHub

