**Recruiting and Retaining Members**

(notes on presentation by Sunnie Lain)

**Recruiting:**

Why? To keep the Conference strong and vibrant, offset attrition, bring new ideas and energy, motivate members, expand the works, and increase diversity.

Conference needs? Active members, officers, leaders, home visitors, or project oriented members.

How to recruit? Personal invitation by ALL members, presentation to parish groups, ministry fairs, bulletin, “Invitation to Serve”, new parishioner welcoming, RCIA

Plan? Goal X new members per year, pick actions from the “How to recruit?” above, calendar your plan

Who to recruit? People active in their faith, busy, lightly involved and new parishioners, neighbors you have served, parents of school age children, diverse folks! Note: a higher percentage of parents of school age children and Generation X volunteer and volunteer more hours than those 65+.

Why do people join? To love and serve God and neighbor, the work is extremely rewarding, we grow together in holiness, to helping those in need, to make new friends, because they are needed.

What keeps people from joining? “closed club” feeling, meeting time inconvenient, meetings awful, nothing for them to do, visit or pantry hours inconvenient.

**Retaining members:**

Invite discernment time: attend meetings, home visit, meet with Spiritual Advisor, match with a buddy, and attend Ozanam Orientation, 🡪 Commissioning Ceremony

Assure you are addressing **spirituality, friendship and service** (all three).

Grow in spirituality: with a trained Spiritual Advisor, Vincentian Celebrations, Prayer and Reflection, Mass together, members attend training and formation events

Grow in friendship: social events, birthdays and anniversaries, meet at least twice a month, all members have a role to play, check when members miss meetings, thank and recognize members

Growing in Service: attend trainings, review the Rule, match members’ roles with wants, needs, and abilities, evaluate needs and ways to meet those needs, include pastor in reporting and recognition, and listen to Vincentian’s ideas