

## Presenter's Notes:

### Recruiting Men to Mentor Boys

One of the hardest groups to recruit seem to be men

Well there is good news and bad news.... Good: Its not you Bad: It's a church wide problem

The challenge with getting men involved is greater than just finding a way to sign them up. We have to understand the mindset of men and the environment we are calling them into.

The typical American churchgoer is a woman

In any given church the average attendance ratio is 61% women 39% men

Why is this?

Early 1900's the industrial revolution brought about new working conditions. Men were working longer hours at factories & Mines, even on Sundays

Some had to leave town to find work – spending long stretches away from home

Clergymen, finding their pews filled with women began tailoring their messages to them.

The warm, comforting Jesus matched the sensibilities of these predominately female congregations

Popular hymns like “Jesus lover of my soul, let me to thy bosom fly” spoke to women whose husbands were gone, but it was foreign to their men.

During the Victorian era, men and women held to very strict gender roles, but pastors were something in between – a special class of man who exercised feminine gifts.

Preaching to women, counseling women, drinking tea & eating cakes with women

The image of a the thin, weak, feminine pastor was common in literature and society.

1919 brought the 18 Amendment and prohibition. Preachers and women worked against male pleasures such as drinking, gambling, cursing.

Surveys taken in the 1920's found a 60-40 gender gap similar to the one in churches today.

After Great Depression and WWII prosperity returned to America 1950's and 60's was the builder generation. Churches sprang up everywhere. And guess what? Men love building – they were needed and had a purpose so church attendance was at an all time high.

Church growth expert Lyle Schaller's 1952 survey showed 53% female, 47% male = US population

But when the buildings were built and men became bored they drifted away.

Look at churches and Christianity today;

Think of the images of Christ you see, gentle meek Savior, well groomed, long flowing hair, shining white dress. Stares lovingly in the eyes of a lamb nestled in his arms

These images are comforting but they do little to suggest masculinity

Its not an accurate picture; Jesus stood up to religious bullies, cleared the temple of money changers, challenged the religious elite, no one dared asked him any questions

Men want to follow a real man; dynamic, outspoken, bold. A Leader who is decisive, tough, fair

Our buildings, who decorates them? Women pastel colors, flowers, muted lighting.

When a man walks in he feels out of place.

Any place women hang out is a women's destination in the mind of men. Shopping malls,

cosmetic counters, salons, flower shops, churches.

So if you want men to participate then work at creating a masculine environment where he can feel comfortable.

Women struggle understanding this; men need to prove/protect their masculinity. Women don't Shopping; Cindy goes into the women's area I feel awkward, let alone intimates. "I'll be over here"

But a woman has no problem shopping men's underwear. Doesn't make sense but real!

That's why men need a man cave – or claim the garage. It's someplace that's theirs – manly.

Often Men don't get involved in Children's Ministry because it is viewed as women's work.

Lets look at Ways to Change that:

### **1. Emphasis Men Working with Men – Create a Community of Men**

Deep in his heart - every man wants to be a part of a team that does something great.

Look at the movies men are drawn to:

Lord of the Rings, X Men, The Matrix, Saving Private Ryan, Gladiator, Braveheart.

They all feature a band of brothers who attempt the dangerous, the outrageous, impossible.

Most men don't realize it but they all long to be part of a band of brothers.

It's a model Jesus left us - he gathered 12 who learned, faced life together,

If the church was offering this kind of fellowship – united in purpose, mutually supportive, and accomplishing great things – you couldn't get rid of men from the church.

God looked at Adam and said it's not good for man to be alone.

Evidence shows men are alone, isolated and friendless. – many man are relationally bankrupt

Culture tells us the mans way is John Wayne; pull yourself up by your bootstraps

Popular Recruitment Slogan: Army of One, but reality is you learn to depend on team.

If Time: Poser – we aren't sure we are good enough and if you knew me you'd reject me.

ILL: Car Salesman on Mission Trip – all had together; I'm a failure

How do you do this – create Community? **Brag on the men who are already serving.**

- Communicate how they are making a difference. Tell stories of what they are doing
- It lets others know men are working here – it's okay
- Men Follow Men
- Affirm they are growing in the right direction.
- I tell men: God created you for ministry Eph 2:10
- What's God's goal? Heaven? No Maturity

### **2. Encourage Men Volunteers (Those already part) To Invite Others Into Ministry.**

The typical scenario in a church to get volunteers looks like this

Tell Pastor that we are dying here – we need more volunteers

Pastor, our volunteers are stretched really thin. Please ask for more volunteers this Sunday

Sunday morning: Please help us out in the Children's area. We need more volunteers

Result: 10 people rush back after church asking how they can be a part. Right? ☺

People don't sign up (especially men) because the ship is sinking .

When appeals are made from the pulpit they sound desperate.

Men hear it as no one wants to be part of this ministry will you help?

Most people will jump in and help for one of two reasons:

- They want to make a difference with their life
- They want a deeper relational connect with others.

When I travel, I always ask men how did you get involved?

The #2 answer is someone asked me. And they will tell you who that someone was.

Tony Morgan in his book "Strategic Volunteers" calls it "Shoulder Tapping"

We all must believe that it is our responsibility to tap the shoulder of someone we know and invite them into the ministry

### **3. Allow/Help Men to Get Involved A Little at a Time.**

One reason men are hesitant to get involved is what we are asking is too overwhelming/large

Talk to a man about helping lead a room full of 3<sup>rd</sup> graders and see the color drain from his face.

Men don't see themselves as nurturers. The idea that they could lead a group of 8 boys for an hour or hour and a half is as close to impossible as you can get.

In Rangers we have 1000's of men who are doing just that. Not only are they leading 3<sup>rd</sup> graders every week but their taking them fishing, to the race track, on campouts,

How do we get this to happen? We ask for small commitment.

In Rangers we teach our men to find out what a mans passion is then ask him to give us 20 mins a week for 4 weeks to teach on his passion.

Mechanic teach on car maintenance – easy he can do this with very little prep

Police officer, Scientist, Survivalist, Musician, Painter

By the end of the 4 weeks the kids know him – greet him at church, he knows some men

Suddenly not just a spectator – he made a difference.

Then ask for a weekend assist. Would you like to help out on Wednesday?

It's not so scary now....

So Don't overwhelm them with need or commitment

Keep it simple & something they can do

Focus on their individual skills and abilities

Limit time commitment of initial asks

Allow men to gain comfort, confidence and then commitment will come

### **4. Provide Opportunities For Meaningful Service to Others.**

Men are doers / fixers When they have opportunity to serve most like to do so

It has to be in an area they feel they can make a difference but they will do it.

That's where weekend trips come help cook for the boys.

Need someone to drive can you do?

Create ways for men - or show them ways they can help

#1 reason men get into Rangers is their sons. After sons are grown the men are still in...

## **5. Provide Leadership and Personal Development.**

Once men have committed, provide opportunities for them to grow, develop skills.  
Have a set pathway. For ministry and themselves.

Men are wired for progression.

Cards, we want to know how to keep score, what is goal are jacks wild? IF there isn't a challenge, end or winner why do it?

Cindy/Ladies will just play cards and not worry about score – they like being together.

Men want to know how can I get better, progress, what's next step.

Challenge your men to grow and learn to be all God created them to be.

- Life Skills,
- Interpersonal Skills – how to connect with boys, pray with them, share the gospel, keep them interested.

## **6. Inspire Them with a Vision of a Larger Purpose.**

This goes back to some of the last point. Guys won't do something for very long if there isn't a benefit or purpose that is big enough to keep them engaged.

Again difference between men and women

Ladies will go to lunch without a purpose

Men need a reason; What's the agenda, why are we here, what's up.

Men's breakfast first meeting 30 guys by fourth month on 8.

Men want to be a community, but they need to have a reason - a VISION

Let them know God created them for this...

Help them see how they are contributing in the lives of the boys.

Let them know/ remind them they are helping change a boys life.

In RR we are mentoring the next generation of Christ like men.

Summary:

- 1. Emphasize Men Working with Men – Create a Community of Men**
- 2 Encourage Men Volunteers (Those already part) To Invite Others Into Ministry.**
- 3. Allow/Help Men to Get Involved A Little at a Time.**
- 4. Provide Opportunities For Meaningful Service to Others.**
- 5. Provide Leadership and Personal Development.**
- 6. Inspire Them with a Vision of a Larger Purpose.**