

# Essential to Serving in Hope: Rejuvenation And Recruitment



serving in hope  
servir dans l'espoir

# ONRC Rejuvenation Team

**Linda Alexander**, Mary Mother of God Conference, Halton PC

**Pat Lenz**, Brant PC

**Dan Lohin**, Ontario Regional Council

**Jasminhe Noronha**, St. Jerome conference, Peel North PC



# Serving In Hope

**FEAR**

**FAITH**

**HOPE**

**GROWTH**

# Topics We Will Cover

## 1) Our Ministry Of Spirituality, Service And Friendship

## 2) Recruitment

- ❖ Barriers To Recruitment
- ❖ The Member Cycle
  - ❖ Recruit, Train, Engage and Retain

## 3) Rejuvenation Of Entire Conference

- ❖ Collaboration/cross-conference team(s)

## 4) Young Vincentians

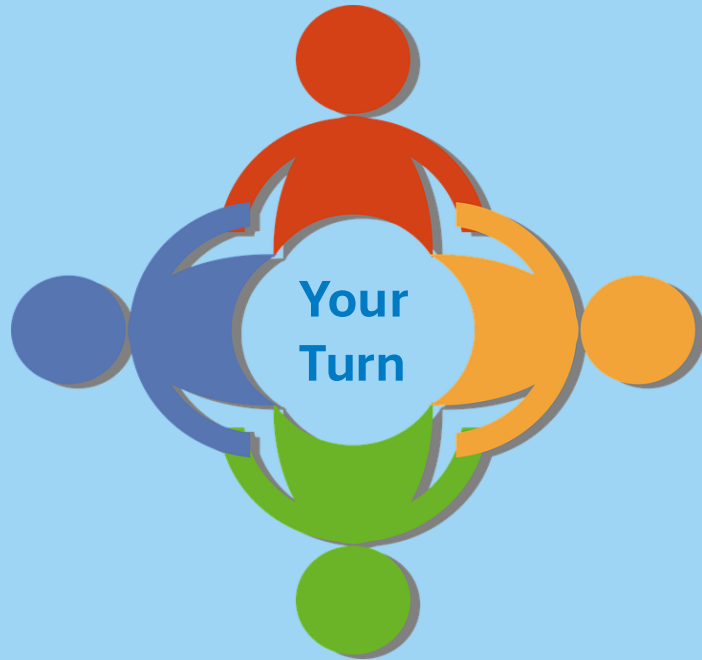
## 5) Your Commitment



# Workshop Interaction

## KEEP IT RELEVANT / KEEP YOU ENGAGED

- ❖ Periodic questions
- ❖ Brief responses



## TO MAKE AN IMPACT

- ❖ Commitment





## Goal For Today

Energize movement to  
**rejuvenate and recruit into**  
SSVP conferences

# Call To Prayer: First Step

- ❖ number one essential step to success - PRAYER!
- ❖ prayer for Vocations to the Vincentian Family



# Mission

The Society of Saint Vincent de Paul is a **lay Catholic** organization whose mission is:

to live the **gospel message**

by **serving Christ** in the poor (**those in need**)

with **love, respect, justice and joy**





# Values

The Mission of the Society of Saint Vincent de Paul implies that, as Vincentians, we:

**See Christ in anyone who suffers**

**Come together as a family**

**Have personal contact with the poor (those in need)**

**Help in all possible ways**



# BOTH Recruitment AND Rejuvenation

**RECRUITMENT**

**HAND IN HAND**

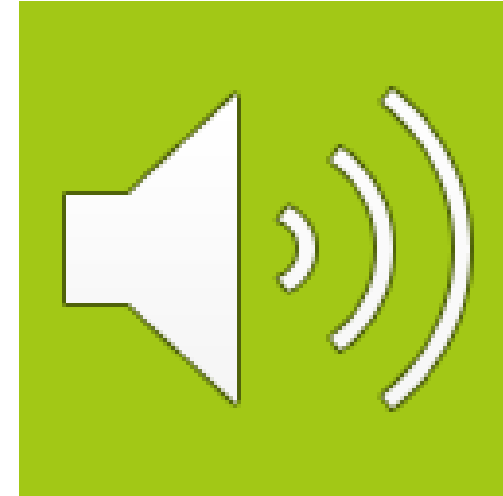
**REJUVENATION**

**Start by attracting those with a Vincentian heart!**



# RECRUITMENT

- ❖ **SSVP Ministry - a vocation**
- ❖ **objectives: spirituality, service & friendship**
- ❖ **SSVP - #1 volunteer choice for Catholics**



## Goals:

- 1) **Every Catholic church has a conference.**
- 2) **Every conference is growing and flourishing.**

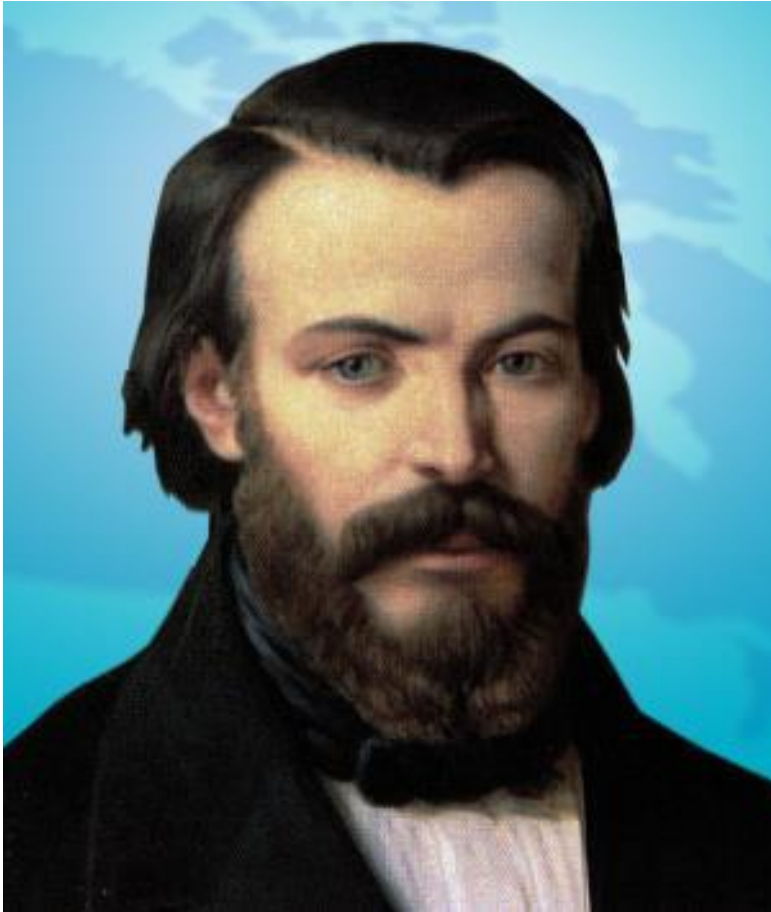
# Your Recruitment Story: Your Turn



In 10 words or less,

- ❖ Why did you become a Vincentian?
- ❖ Why do you stay involved?

# My Recruitment Story...



***“In my life I want to become better and do a little good.”***

**Blessed Frederic Ozanam**

# My Recruitment Story...



***“Help one person at a time  
and always start with the  
person nearest to you”.***

**Mother Teresa**

# The Member Cycle

## Recruit, Train, Engage and Retain

**Recruit** Vincentians: talents, experiences, knowledge and time

**Train** new members > readiness

**Engage** members > belonging

**Retain** > support the mission, become advocates



# Seek Vincentians (Not Just Volunteers)

## Vincentian joins the ministry to:

- ❖ be transformed
- ❖ grow the Vincentian virtues: simplicity, humility, gentleness, selflessness and zeal

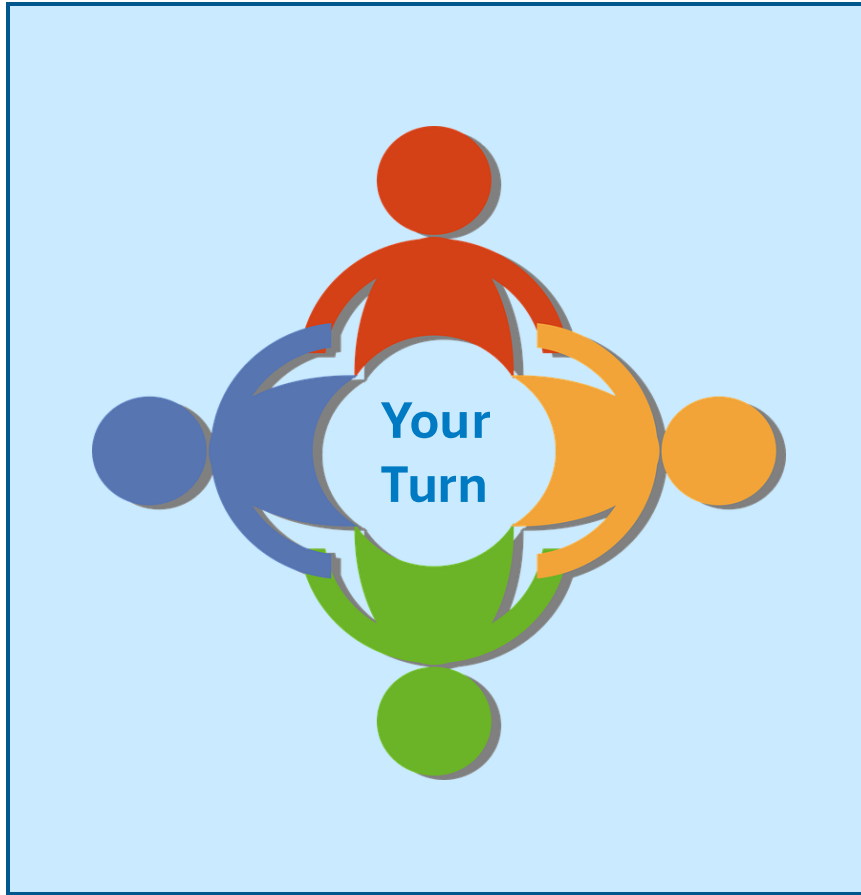
## Seek:

- ❖ diversity in background, age and experience
- ❖ skills that are lacking or weak in Conference
- ❖ leaders who can help move mission forward

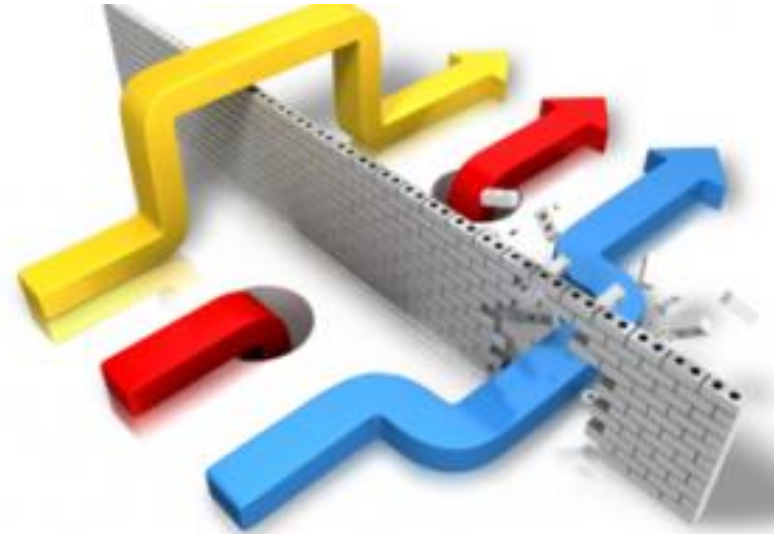




# Barriers To Recruitment – Your Turn

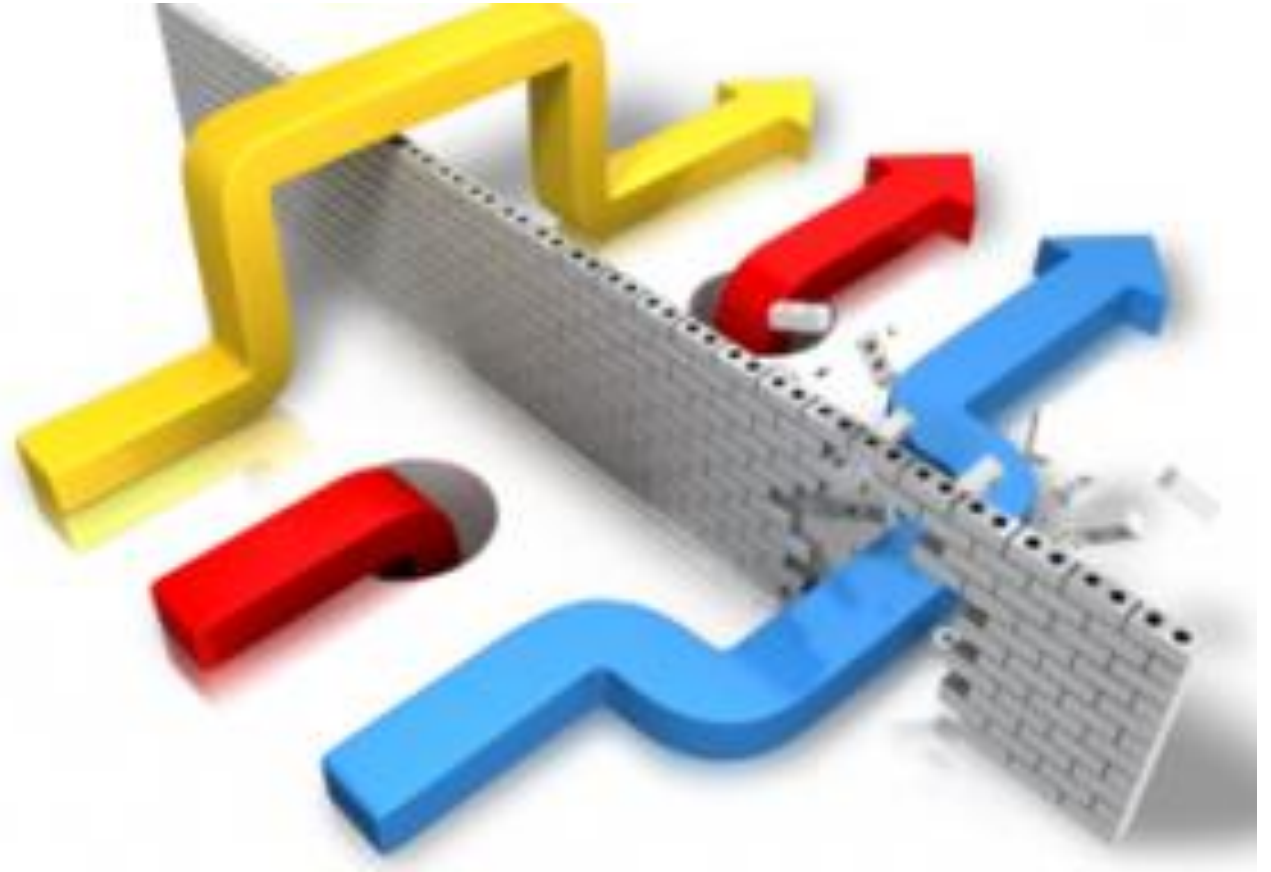


In a word or phrase,  
what have **you** encountered as road blocks  
to new members?



# Barriers To Recruitment

- ❖ older congregation
- ❖ diminishing congregation
- ❖ tried already
- ❖ doing just fine - right now



# What Is The Current Environment?



Take a look in the mirror

# Recruit

**Build Awareness**

**Everyone recruits (ABR)**

**Conversations are key**

**Keep talking SSVP!**

**Take Action!**

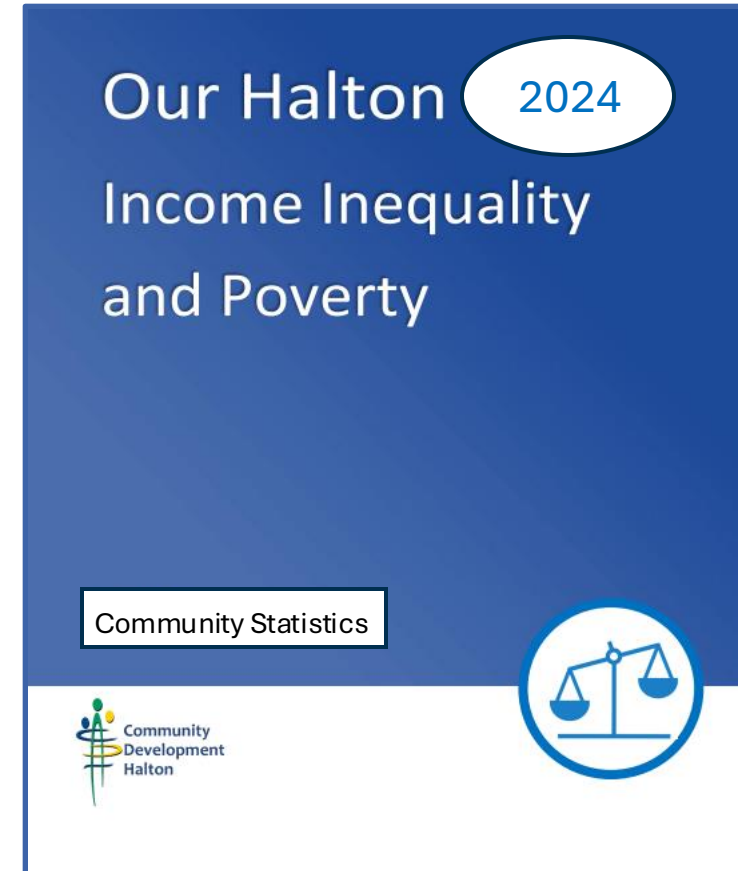


# Know Your Elevator Speech



# Reality Of Poverty

- ❖ **know statistics for your community**
- ❖ **have a story ready to share**
- ❖ **what will provide AHA moment?**



# Highlight Society Activities





# Gone Fishing



**Congregation**

**Schools**

**Projects/Events**

**Circles Of Support**



# Recruit – Congregation

- ❖ **communication strategy**
  - > awareness of the needs and the work
- ❖ **consistent message**
- ❖ **share stories**
- ❖ **visibility**



# Recruit – Projects and Events

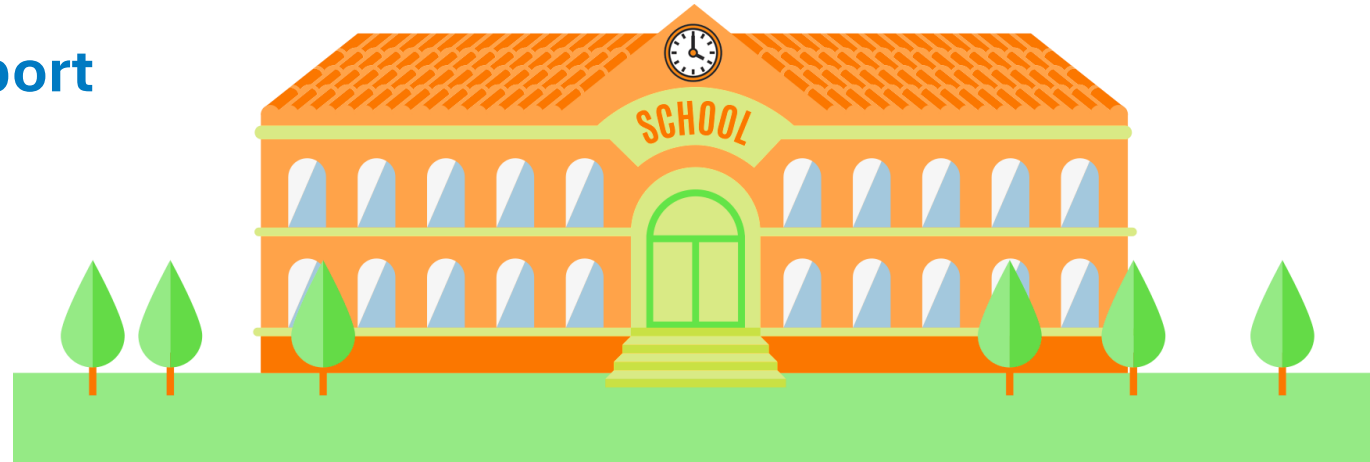


- ❖ projects and events
  - ❖ assist people in need AND
  - ❖ recruit members
- ❖ marketing tools
- ❖ event helpers > ministry members
- ❖ e.g. World Day of the Poor

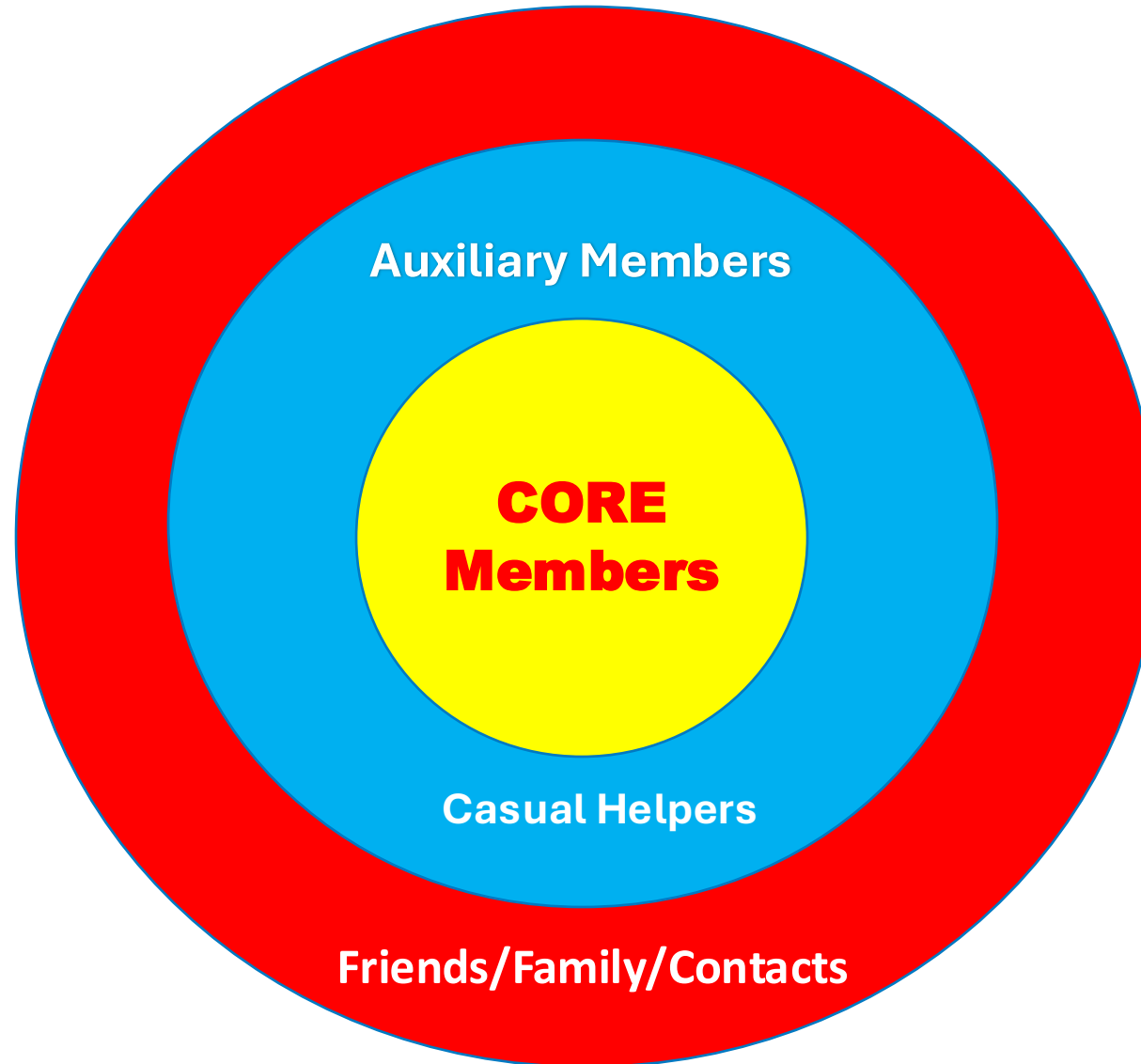


# Recruit – Schools

- ❖ rich in parent and student support
- ❖ meet with the school principal
- ❖ approach Parent Council
- ❖ monthly presence in the school newsletter



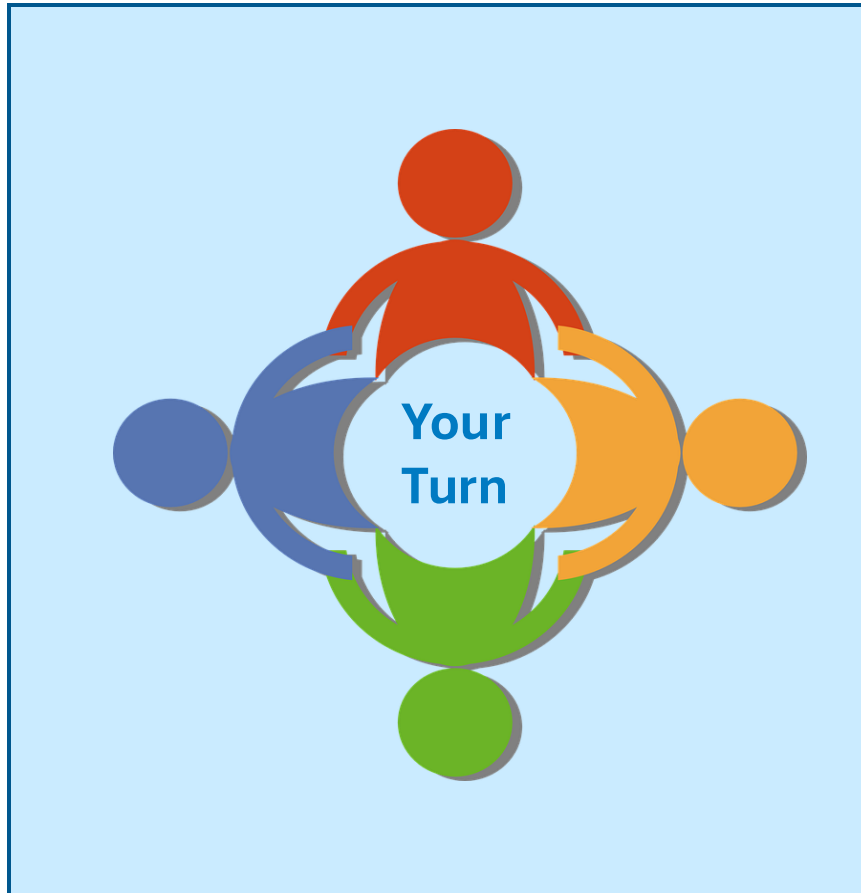
# Circles Of Support



# The Multiplier Effect



# Gone Fishing: Your Turn



Have we missed any of your favourite fishing holes?



# Be Ready for New Recruits

*Within 48 Hours*



**CALL A NEW POTENTIAL MEMBER**

*Within 1 Week*

**Welcome  
To SSVP**



**Member  
Information  
Package**

**PROVIDE INFORMATION PACKAGE**

# Partner Each New Member With A Ministry Buddy As A Mentor





# Be Ready For New Recruits (Cont'd)

*Within 3 Weeks*



**ORIENTATION  
SCREENING  
TRAINING**

*Within 1 -2 Months*



**FIRST INTERACTION WITH  
PEOPLE WE SERVE**

# Sample Recruitment Action Plan

Method of Recruitment	Details	Communication Methods	Resources	Person Responsible	Timing
<b>World Day of the Poor Member Appeal</b>	Incorporate appeal for members in WDOP speech/writing. Set up a table, banner and brochures that provide an overview of SSVP. Ask members to wear blue and be at the table to talk to prospective members.	1) Pulpit Appeal 2) Bulletin	Sample appeal, thank you and speeches on HPC Website	Jennifer	November
<b>Recruitment Prayer at Meetings</b>	Recite prayer at each member meeting.	N/A	Vincentian Journey Guide	Linda	Monthly
<b>Parish Secretary</b>	Ask the parish secretary to refer anyone who approaches them about volunteering at the parish. Provide a brochure or overview to help inform the secretary and volunteer about the work	1) SSVP Overview for Parish Office	Sample brochure under development		
<b>Christmas Program Member Appeal</b>	Incorporate appeal for members in Christmas Program speech/writing.	1) Pulpit Appeal 2) Bulletin	Samples on HPC website	Liana	December
<b>School Parent/Teacher Appeal</b>	Ask school principal for permission to publish appeal for members on school website or news publications.	1) School website	Sample appeal under development	Jennifer	February
<b>Refer A Friend</b>	Ask members to refer a friend or family member who is interested in joining.	N/A	N/A	Linda	March
<b>Other Ministry Referrals</b>	Ask to speak at other ministries such as RCIA, KOC and CWL to provide an overview of works with neighbours and appeal for members.	N/A	N/A	Liana	April
<b>Targeted Role Appeals</b>	Appeal for vacant roles e.g. CLB Champion, Social Justice Champion, VP	1) Pulpit Appeal 2) Bulletin	Sample under development	Jennifer	May
<b>Back to School Member Appeal</b>	Incorporate appeal for members in BTS speech/writing. Set up table, banner & brochures providing overview of SSVP.	1) Pulpit Appeal 2) Bulletin	Samples on HPC website	Linda	August / September

# Train

**Mandatory**

**Orientation to the Society**

**Mandatory**

**Abuse & Harassment Training**

**Core**

**Home Visit**

## Resources:

SSVP National:

[ssvp.ca/members/formationresources](https://ssvp.ca/members/formationresources)

- Local Conference
- Particular Council
- Central Council

SSVP USA:

<https://members.ssypusa.org/formation/>

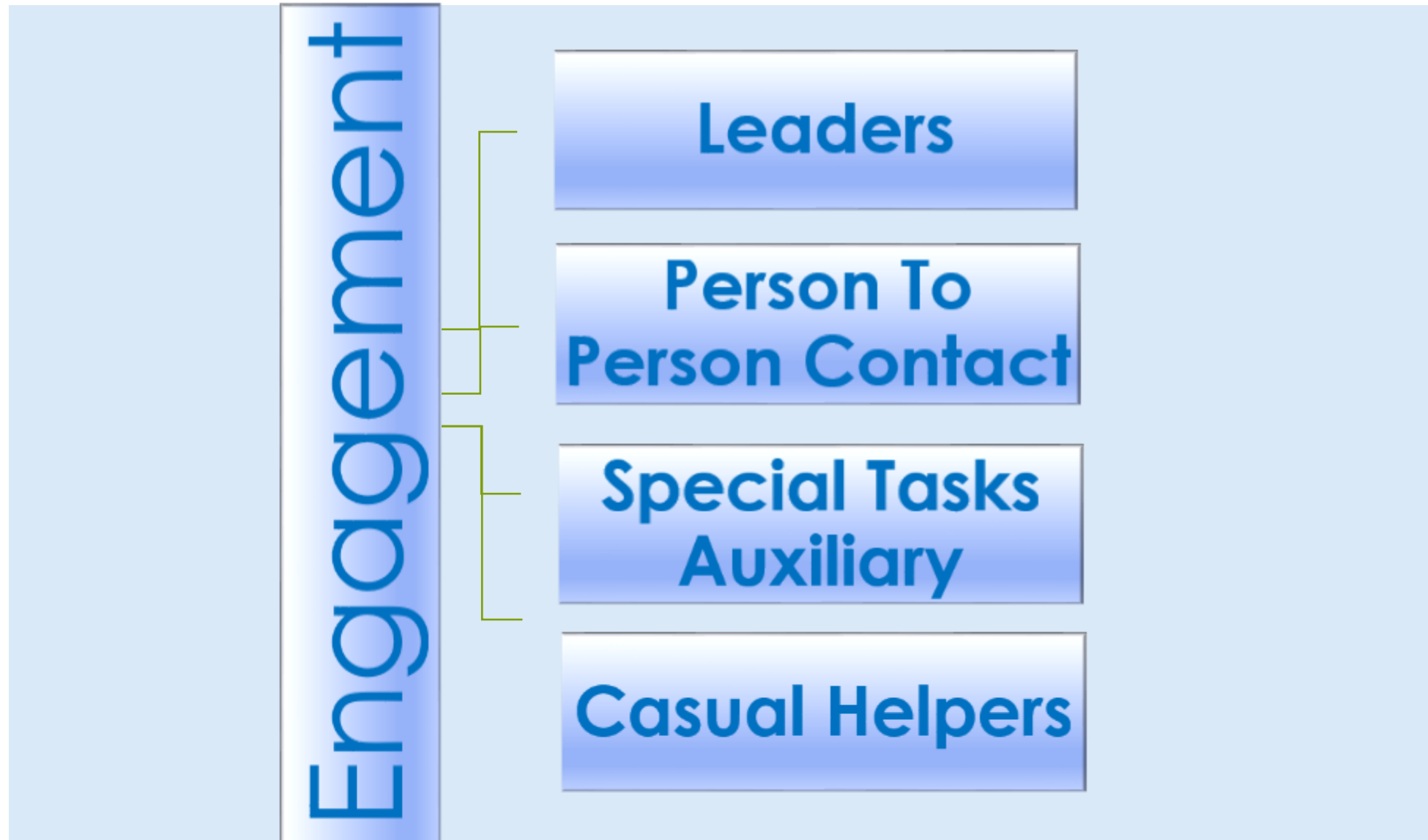
# Engage

**Engagement**

**Strong &  
happy  
conference –**  
**Serving people in need  
as best we can**

**Say Thank you**

# What Will New Members Do?



# Succession Planning

A pre - and post-recruitment priority!



for all conference positions

using recruit's  
skills/talents/interests

# Build Leaders Out Of Vincentians & Vincentians Out Of Leaders



# REJUVENATION

## Our Ministry

**Spirituality**

**Service**

**Friendship**

## Rejuvenation

**Welcome  
new members**

**Develop  
strong teams**

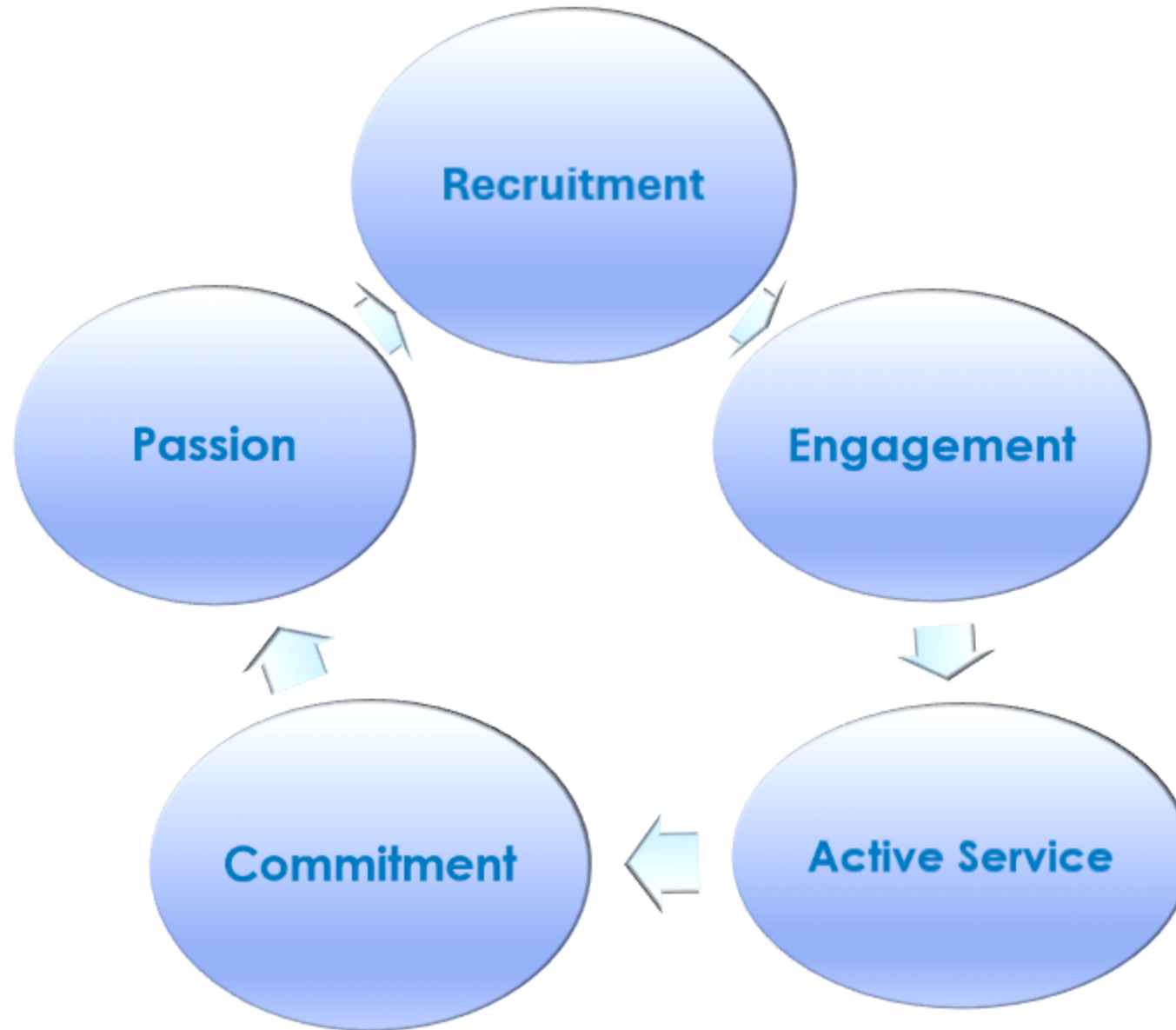




# From This: Conference Dying



# To This: Conference Growing

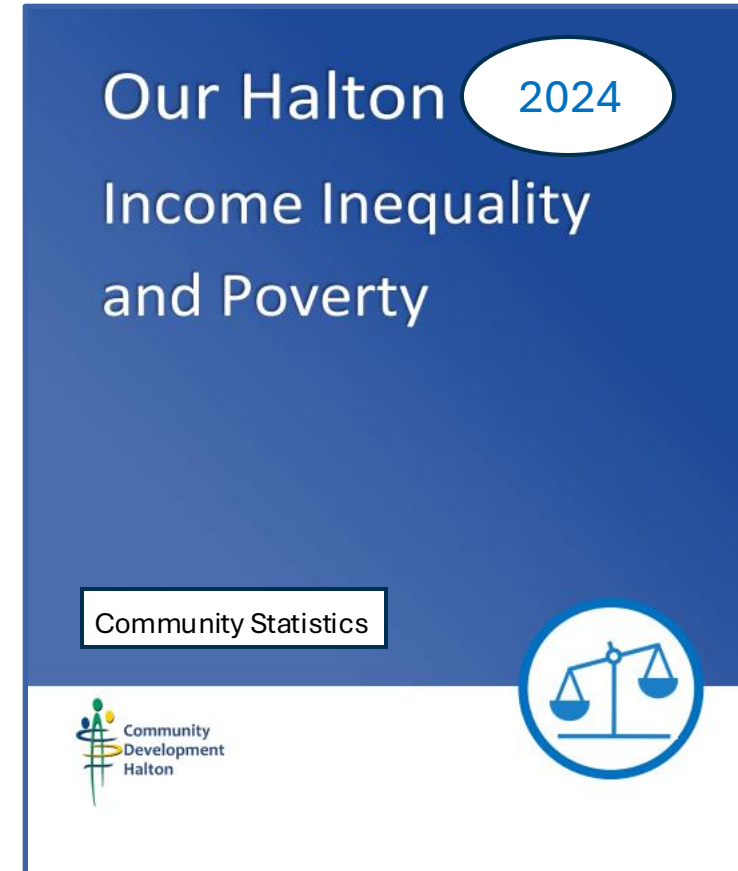


# Know Your Elevator Speech: A Reprise



# Reality Of Poverty: A Reprise

- ❖ know statistics for your community
- ❖ share stories
- ❖ reflect upon/revise practices



# Highlight Society Activities



# Collaborating Across Conferences, Councils & Special Works



**Build Strength**

# Higher Level Councils: For Support





# Vincentian Family





## & The Secret ~~sauce~~ Source



**Remember this young man – our principal founder, Frederic Ozanam!**

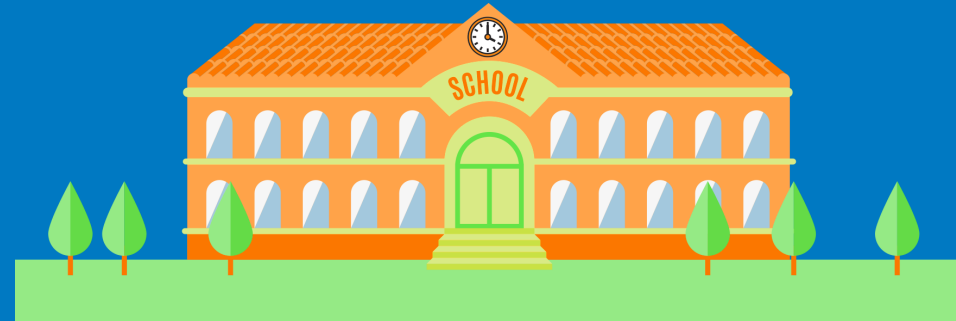
# Vincentian Youth

Two models with possibilities:

## Halton PC SSVP Young Vincentians



## Brant PC School Partnerships



# SSVP Young Vincentians (Halton PC)

- ❖ goal: a YV group at each conference
- ❖ plant the SSVP mission on the hearts of the youth in the hopes it will lead to a lifelong connection to the mission
- ❖ youth's involvement can lead their families into mission
- ❖ every 3<sup>rd</sup> Sunday is YV Sunday
  - ☐ youth are involved in the liturgy
  - ☐ help with the collection
  - ☐ meet after to plan activities



# Engagement : 2023/2024 Calendar Example

**Young Vincentians at Mary Mother of God Parish**

**September 2023**  
"Saying Hello"  
Orientation and meet & greet

**October 2023**  
"Let us be thankful"  
Preparing sandwiches for families in our neighborhood

**November 2023**  
"Praying and remembering the dead"  
Clean up at Glen Oaks Cemetery and pray the rosary on All Souls Day

**December 2023**  
"Silent Night, Holy Night"  
Caroling and crafts at Retirement and Long-Term Care homes

**January 2024**  
"Refreshing our souls Part I"  
Adoration

**February 2024**  
"Let's have a sweet treat"  
Bake sale

**March 2024**  
"Bringing Jesus to the lonely"  
Mission


**April 2024**  
"Let's cook and have a meal together"  
Serving community meals at Kerr Street Mission

**May 2024**  
"Let's listen learn and discuss together"  
Youth Talk

**June 2024**  
"Refreshing our souls Part II"  
Retreat

**July 2024**  
"Fun and Games Part I"  
Community BBQ - serving food and kids' zone

**August 2024**  
"Fun and Games Part II"  
Community BBQ & Back-to-School



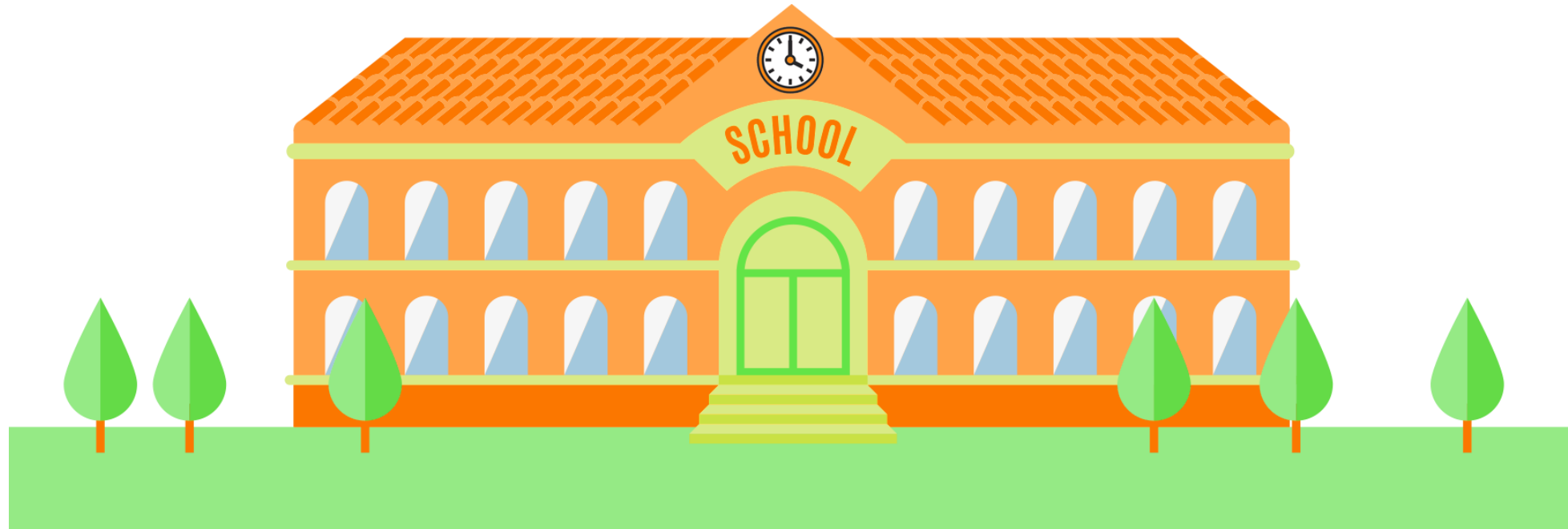


# Pillars of the Young Vincentian Ministry

## Spirituality, Friendship and Service



# School Partners (SSVP Brant)



Who

What

Why

When

How



# School Partners (SSVP Brant)



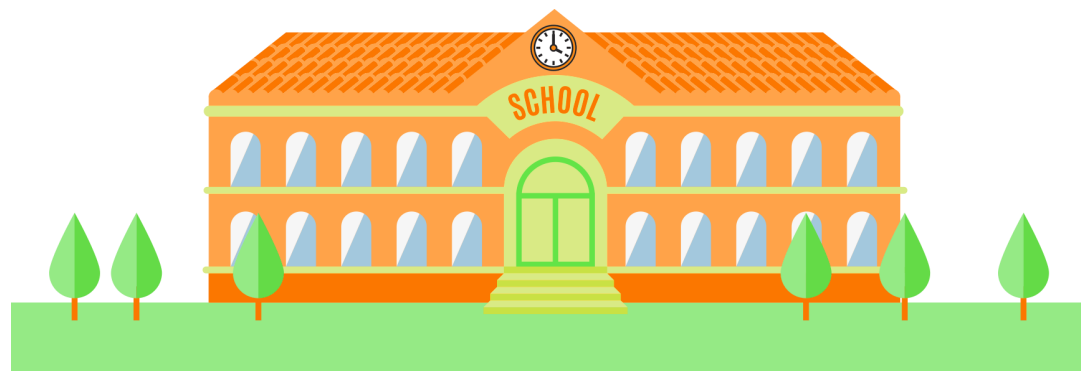
Assumption College students celebrate the success of their We Scare Hunger (Halloween) Drive.



St. John's College students accompany their cafeteria donation bin contents to the pick up spot.



Social Justice students write cards to long term care residents.



# Summary

Key points raised today include:

## 1) our Ministry of spirituality, service and friendship

## 2) recruitment

- ❖ barriers to recruitment
- ❖ the Member Cycle
- ❖ recruit, Train, Engage and Retain

## 3) rejuvenation of entire conference

- ❖ collaboration/cross-conference team(s)

## 4) Young Vincentians





# Your Commitment

## TO MAKE AN IMPACT

### ❖ Commitment

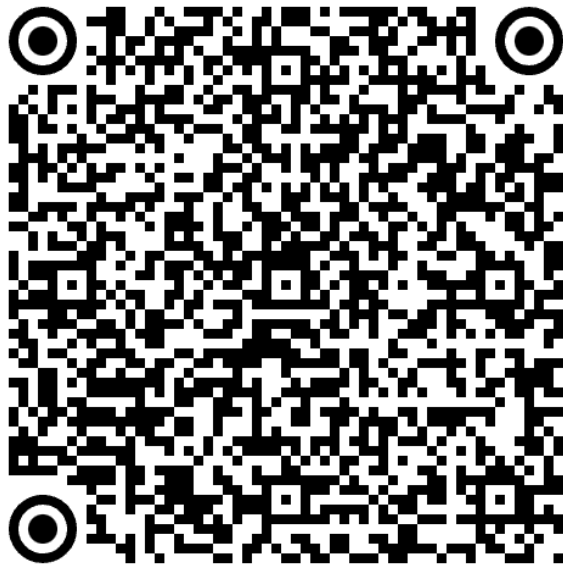


How will you be part of energizing recruitment & rejuvenation in your role in the Society?

- ❖ personally
- ❖ at conference level
- ❖ at Council level

Thank you for your attention to this presentation,  
please don't forget to provide your feedback on  
the **rating sheet** available in the room or directly  
through this **QR code**.

**Thank you in advance for your support!**



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n'oubliez pas de partager vos commentaires  
sur la **fiche d'évaluation** disponible dans la  
salle ou directement via ce **code QR**.

**Merci d'avance pour votre soutien !**