

Methods and Mistakes of Recruiting



Please print these pages and complete them as you go through the eLearning course.

What you will learn:

- The definition of recruiting method
- The most effective recruiting methods
- Six recruiting mistakes

Definition

Fill in the blanks or respond to questions as you complete this course.

A recruiting method is a way to _____ people to _____ being a part of an Operation Christmas Child _____.

Reflection Questions

What is the most effective recruiting method? _____

Make a list of your recruitment needs and then pray that God will fill these positions.

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Recruiting Methods

Fill in the blanks as you complete this section of the course.

1. Prayer
2. Be _____.
 - a. Persistence in _____.
 - b. Persistence in _____.
 - c. Persistence in _____.

Effective recruiters are _____!

3. _____ people
4. _____ the right people
 - a. _____ contacts are far better than _____ contacts.
 - b. A _____ contact is anyone who has a _____
_____ with us or with OCC and shares some of our same
_____.

Practical Ways to Recruit

Fill in the blanks as you complete this section of the course.

1. Approach _____.
2. Recruit during _____ Week.
3. _____ attract many great prospects.

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Practical Ways to Recruit (continued)

5. Recruitment _____ or _____.
6. Church _____
7. Booths at _____ or _____

Great recruiters are _____!

Six Common Recruitment Mistakes

Fill in the blanks in the statements below.

1. _____ Dash: The problem of spending a lot of time on recruiting and no time on preparing the environment in which volunteers will serve.
 - a. Provide a team environment that _____ and _____ volunteers.
2. _____ Post Problem: Making the post or position easier to attract more volunteers.
 - a. If you ask for a noble commitment, you will get a _____ commitment.
 - b. If you ask for a mediocre commitment, you will get _____ commitment.
 - c. Look for _____ volunteers who will give a _____ commitment.
3. One _____ Predicament: "Under recruiting" by not having an appropriate number of prospects needed to fill each volunteer ministry position.
4. Workers _____: Inviting volunteers to complete a task instead of joining a ministry.

Never recruit to a _____, rather recruit to a _____.

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Reflection Questions

Consider the following messages and respond the questions below.

Message 1: We need three people to call on churches.

Message 2: Have you experienced the joy of leading OCC in your church? Consider multiplying your impact on children across the globe by sharing your experience and encouraging other church leaders. Consider becoming a part of the Operation Christmas Child Area Team!

What are the implied messages? _____

How does the second message transform the first? _____

Six Common Recruitment Mistakes (continued)

5. _____ Dilemma: Relying on the temporary success of desperation ploys, creating long-term recruitment problems.

a. _____ messages empty our _____
_____ and make recruiting more _____.

b. Recruiting is a _____ - _____ ministry activity.

c. Focus your _____ in the _____ parts of the year-long
before _____ season begins.

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Six Common Recruitment Mistakes (continued)

6. _____ Leader: The leader does not demonstrate a passion toward the ministry, making it impossible to recruit or inspire others.

Effective recruiters are _____ about their service!

Reflection Question

Can you think of a leader who inspired commitment in you? Briefly describe your experience and explain how the individual inspired your commitment. _____

Re-visioning

1. Passion and excitement for the ministry are deeply connected to the _____.

2. How can re-visioning re-ignite passion? _____

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Essential Activities

Essential Activities (below) and Elective Practical Exercises (found on the next page) are ways for you to apply what you are learning in your Leadership Development Program coursework in real time, gaining “on the job” experience as you develop in your leadership role. These activities and exercises help align the tasks you would already be doing as a leader volunteer with what you are learning in the program.

Below you will find a list of Essential Activities to work on with your regional point of contact that relate to this particular course and your overall ministry as an Operation Christmas Child leader volunteer. You should complete each of these activities. On the next page you will find a list of Elective Practical Exercises from which you should, with the guidance of your regional point of contact, choose an additional two to three to complete.

- Look back at the list of prospects you created previously. Continue to use this list to pull prospects to contact and have an initial conversation about what it might look like to serve year-round on your team. Describe the five (5) ministry teams. If they are interested in pursuing a role, send them a link to the volunteer application. End your call with a spiritual impact story and prayer for God to guide them.
- In your workbook for this lesson, you were asked to make a list of openings on your team. Work with your regional point of contact to prioritize the list and develop a recruitment plan based on the recruitment methods you learned about in this lesson.
- Follow-up with potential candidates who expressed interest while serving at a Processing Center.
- Ask all team members to be actively involved in recruiting by identifying potential candidates and inviting others they think might have interest in OCC to serve with them at a Processing Center or attend an Area Team event.

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Elective Practical Exercises

Review the list of possible Elective Practical Exercises below with your regional point of contact and, **with their guidance**, select two to three exercises to complete as a part of this course based on your leadership role, the time of year, the make-up of your particular team, the goals you have developed for your own ministry and the ministry of your team, etc. You should be prepared to discuss the exercises you complete at your next meeting with your regional point of contact.

- Pick another group you are associated with that uses volunteers—your church, children's school or sports team. What methods do they use to recruit? In what areas do they make recruiting mistakes?
- If you haven't already, work with your regional point of contact to plan and hold a recruitment meeting or a project leader event, speaker tour event, or celebration meeting with a recruitment component to the meeting.
- Brainstorm ways the Area Team can recruit potential candidates during National Collection Week at local drop-off locations.
- Invite potential volunteers to join you in serving at a Processing Center.
- Teach a principle you learned in this lesson to your team in a creative way.
- Send targeted recruitment mailings or email blasts to Project Leaders, past participating churches, or friends of OCC in your area.
- Share a recruitment message at church speaking engagements in your area.
- Practice recruiting pitches and incorporate them at fairs and festivals.