

Surprise Church

Recruiter Training

Objective: The Recruiter make sure that the team is passionately growing numerically by modeling and fostering a culture of inviting and apprenticeship.

Rationale: *Why do we prioritize a recruiting plan?*

Without a plan to grow, teams slowly shrink as natural transitions occur, placing more demand on less people who eventually grow bitter, give up, and often leave the church. One failed response to this trend is to develop a culture of mediocrity that aims to protect the declining number of team members through reduced expectations and limited workload, but this only hinders the church's mission and makes volunteering seem like an unimportant favor, and the result is the same. Without a dynamic growth plan, in which team members are always gathering, inspiring and discipling new team members into a Christ-centered community of servants, people will grow tired, become bitter & decide to quit. And you'll never get them back.

3 Critical Areas

1) Work with the team leader to create a team culture that is passionate about reaching and welcoming new team members.

- a. **Follow** the *Growing Your Team* steps to identify your specific growth goals, eagerly praying, actively inviting, and prepared to welcome newcomers.
- b. **Pray.** Inviting is a SPIRITUAL ISSUE. Remind team members to set their 10:02 prayer alarms and lead team prayer times for reaching new people. *This opens our hearts!*
- c. **Apprentice.** Remind team members to always be ready to take a new person under their wings as an apprentice who can shadow, learn from, and most importantly, befriend them.
- d. **Anticipate transition.** Help your team anticipate transitions in which they or others will someday leave the team. *We must plan to duplicate and multiply ourselves to leave a legacy.*
- e. **Celebrate** whenever a team member invites or apprentices a newcomer as a massive win!

2) Lead by example: Personally inspire at least 1 new volunteer per month to test drive the team. Explain to the team how you are doing it and celebrate whenever a new person starts.

- a. **Personal network:** Who have I met that may enjoy test driving this team?
- b. **Congregational network:** As you rub shoulders with people in the church community, talk about your team and see if they'd like to take a test drive.
- c. **New guests:** Talk to the assimilation team about any new guests that may have interest in upcoming opportunities to serve on the team.

- d. **Worship spotlight:** Set 1 to 2 dates per year in which your team is featured in worship and invite possible newbies to a specific opportunity.
- e. **Volunteer push in May:** Make plans to use the volunteer recruitment push to highlight and open doors your team's growth.
- f. **Specifically ask 1 or more people** to serve as your recruiter assistant to multiply your efforts and empower more leaders.
- g. **Show team members how** to duplicate or participate in these steps.

3) Work with your team leader and other Key leaders to coordinate the on ramping, scheduling, training, and shepherding of newcomers.

- a. Study the *Key Leaders summary document* to understand how each of the roles are intended to function
- b. Routinely coordinate with the Team Leader for recruiting goals and updates
- c. Work with the scheduler to set up a test drive for newcomers
- d. Ensure that the trainer begins working with newcomers and that the scheduler begins to incorporate them once they are trained and ready
- e. Continue related to and checking in with newcomers until they are firmly entrenched within the system