

Worship Team Lunch 'n' Learn
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July 13, 2011

Recruiting

A Sacred Stewardship

- Matthew 4:18-20 (ESV)

*While walking by the Sea of Galilee, he saw two brothers, Simon (who is called Peter) and Andrew his brother, casting a net into the sea, for they were fishermen. And he said to them, **“Follow me, and I will make you fishers of men.”** Immediately they left their nets and followed him.*

- Mark 10:43b-45 (ESV)

*But whoever would be great among you must be your **servant**, and whoever would be first among you must be slave of all. For even the Son of Man came not to be **served** but to **serve**, and to give his life as a ransom for many.*

A Sacred Stewardship

- Ephesians 4:11-13 (NASB)

And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, for the equipping of the saints for the work of service, to the building up of the body of Christ; until we all attain to the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ.

Catalysts for Spiritual Growth



What Is Recruiting?

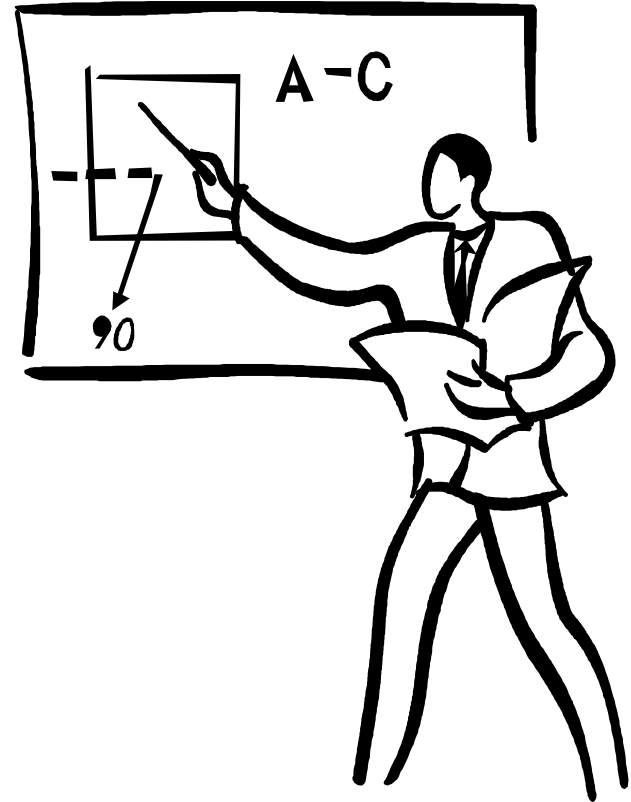
- Recruiting is persuading a person to set aside other demands on their time in order to give themselves, their time and their energy, to you and your ministry.

What Is Recruiting?

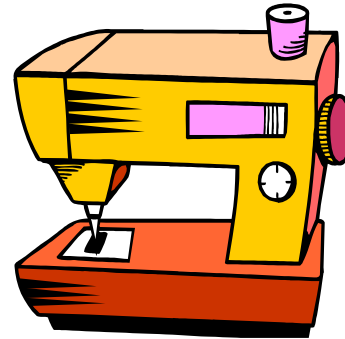
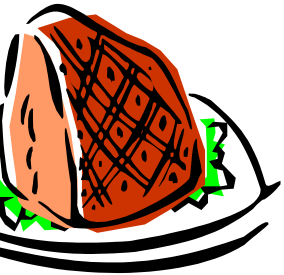
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Newton's First Law of Motion

- Objects at rest stay at rest unless acted upon by an unbalanced force.
- Objects in motion stay in motion unless acted upon by an unbalanced force.



Competing for Scarce Resources



Is It Worth It?



- To make the decision that the sacrifice is worth it, the potential recruit needs to know:
 - You
 - Your ministry

Discussion

- How do you feel about recruiting being described as a sacred stewardship?
- What about this definition of recruiting catches your attention?
- What do you think is your biggest competition for the time and energy of the people you are trying to recruit?

Making The Ask

Example 1

My wife and I host a Lifegroup on Tuesday nights at 7:30pm at our home in South Austin. The group consists of 3 couples (2 with kids) and 2 single guys. Our studies have ranged from pre-printed study guides to manuscript studies to other Christian books. Most recently, we spent time in Malachi. Would you like to join our group?

Example 2

My wife and I started a small group in order to have a place where we could come to be with friends who care about us and who we could love on...where we all show our true colors—the good, the bad, and the ugly—and allow God and our friends to speak words of grace and truth, challenge and affirmation, mercy and correction...where we expect and experience God changing us on the inside (and as a result, on the outside) so that inside and out, we all look and feel more and more like Jesus...where we love each other enough to ask each other hard questions and to hold one another accountable to take the steps God is calling us take... That's what we are pursuing. Would you like to come check us out?

Discussion

- What differences did you see between the two messages?
- Each message asked for a different response. What impact might that difference have on the recipient?
- What do you think was most important to the leader of each group?
- Which message would you want to act upon first?
- Which was a better ask?

6 Key Ingredients



5 Criteria for a Good Ask

Clear

Can I see it?

Relevant

Do I want it?

Significant

Is it worth it?

Believable

Is it achievable?

Urgent

Do I want it ...
now?

Context, Context, Context

- Bumping into someone on a Sunday morning
 - Personal email
 - Mass email
 - Lunch meeting
 - Dinner with a family
 - 1st time phone call
 - Follow-up phone call
 - “Expressions”
 - Ministry website
 - “Ministry Link”
- The context will determine:
 - Length of the ask
 - Details of the ask
 - Scope of the ask
 - Why?
 - Your relationship and knowledge of the person your talking to varies.
 - Your window of opportunity varies.

Discussion

- What is the mission of the team you lead?
- What are words you want to describe your team's ministry?
- What are the 3 or 4 steps you take to accomplish your mission?
- What does winning look like in your ministry?
- Why is winning in your ministry worthy of someone's sacrifice?
- What types of asks could you make of a person?

Crafting Your Elevator Speech

- Because most opportunities to make an ask are brief windows of opportunity, you need to be able to make a good 1st impression with a well-crafted ask.
- An *Elevator Speech*, in the corporate world, is a persuasive presentation you give to someone generally unfamiliar to you in the time it takes to ride the elevator.

Discussion

- Could you see where John was leading the ministry and what he was asking?
- Did you want to be a part of it?
- Did you think it was worth giving your time and energy to it?
- Do you feel like the ministry could actually do what he has set out to do?
- Did it make you want to take the next step right now?
- What changes would you make to your own elevator speech?

Equations to Remember



Recruiting Strategy

2 Recruiting Strategies



Attractional Recruiting

- Waiting for the recruits to come to you.

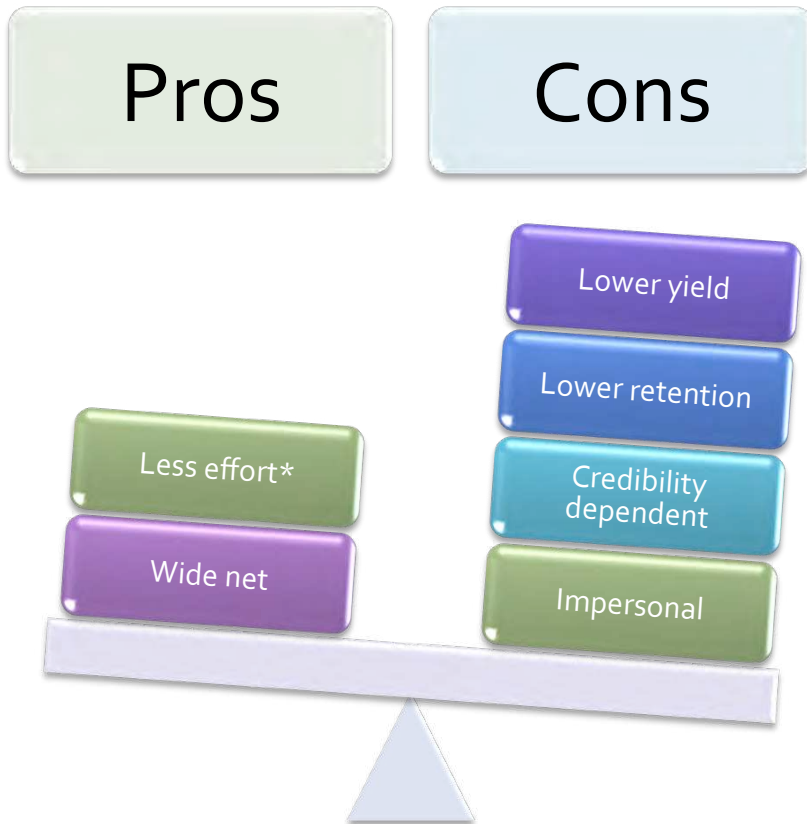


Intentional Recruiting

- You go find the recruits.

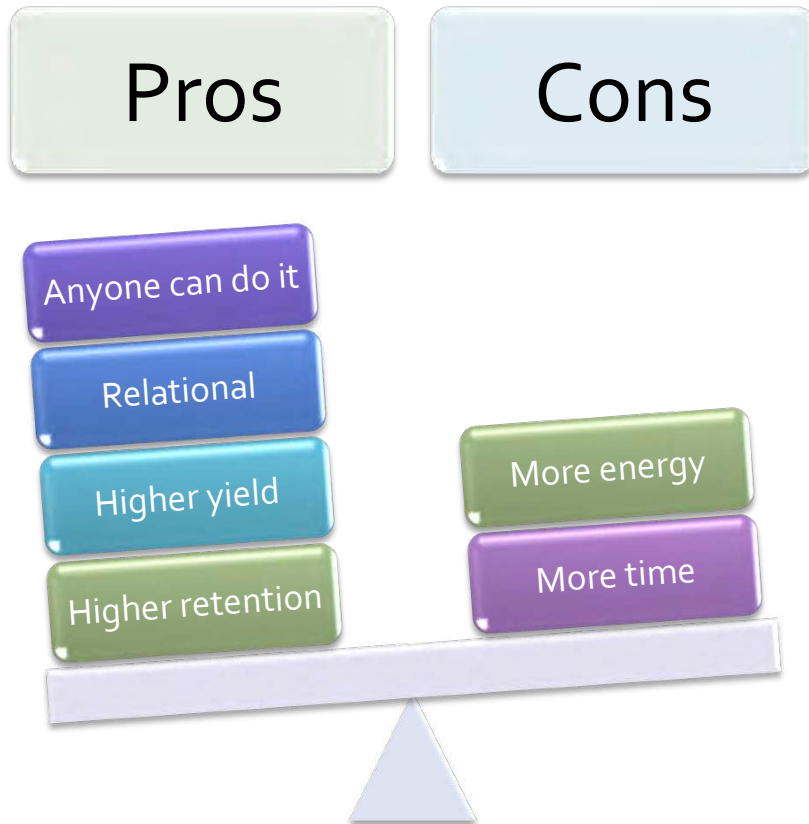


Attractional Recruiting



- Most effective when a leader has established credibility
 - 5+ years of tenure
 - Consistent, exceptional performance with a large audience

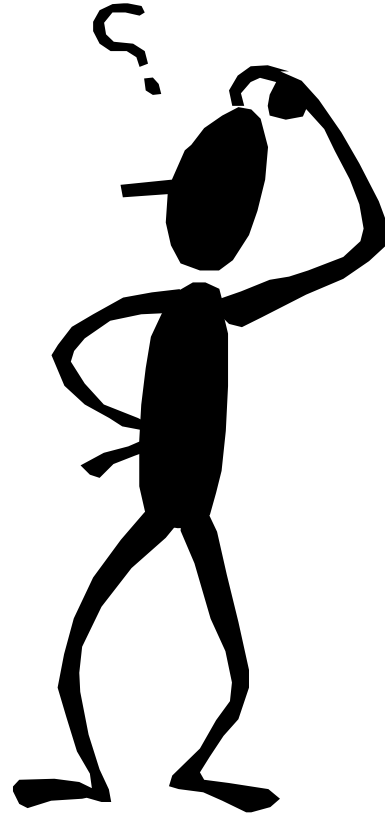
Intentional Recruiting



- Most effective for building a high-performance team
- More effective for volunteer's spiritual growth

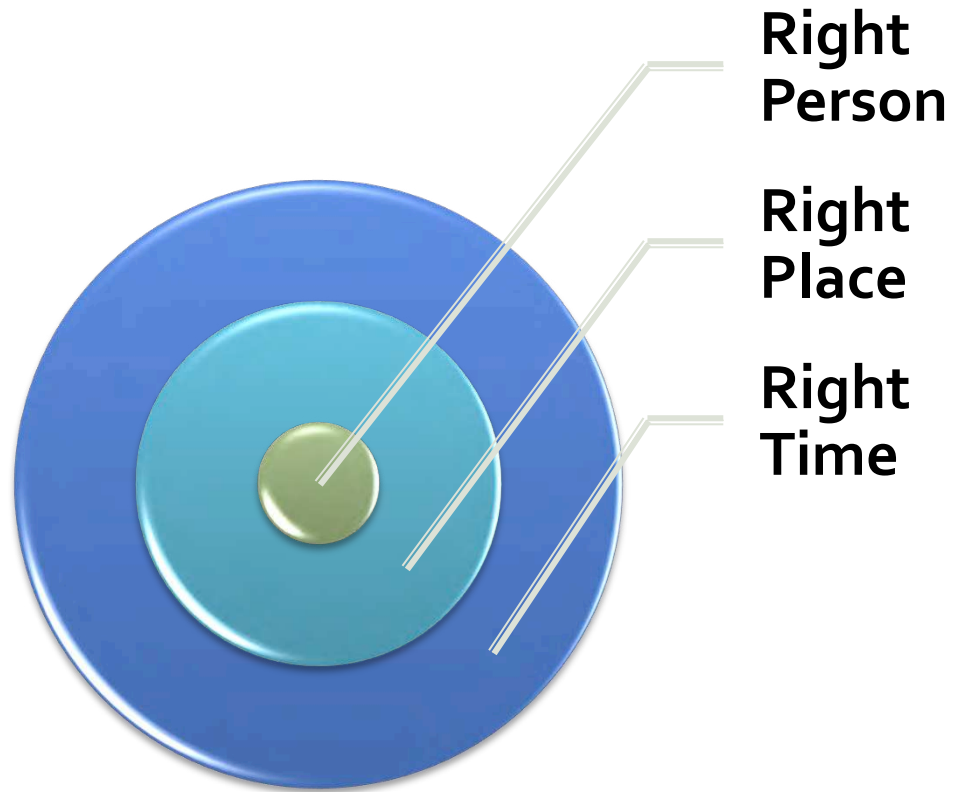
Discussion

- Which strategy is right and which is wrong?
- Which strategy do you gravitate towards?

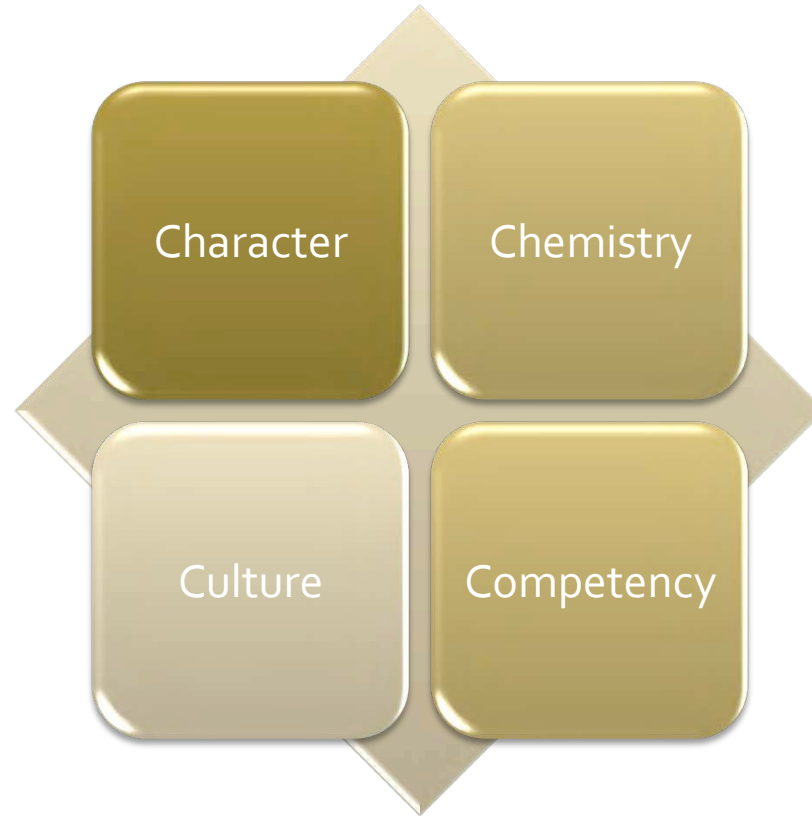


Intentional Recruiting

The Recruiting Bull's-eye



The Right Person



The Right Place

R

- What is the person **responsible** for doing?
 - Who and what will they work with?

A

- What results is the person **accountable** for?
 - Who are they accountable to?

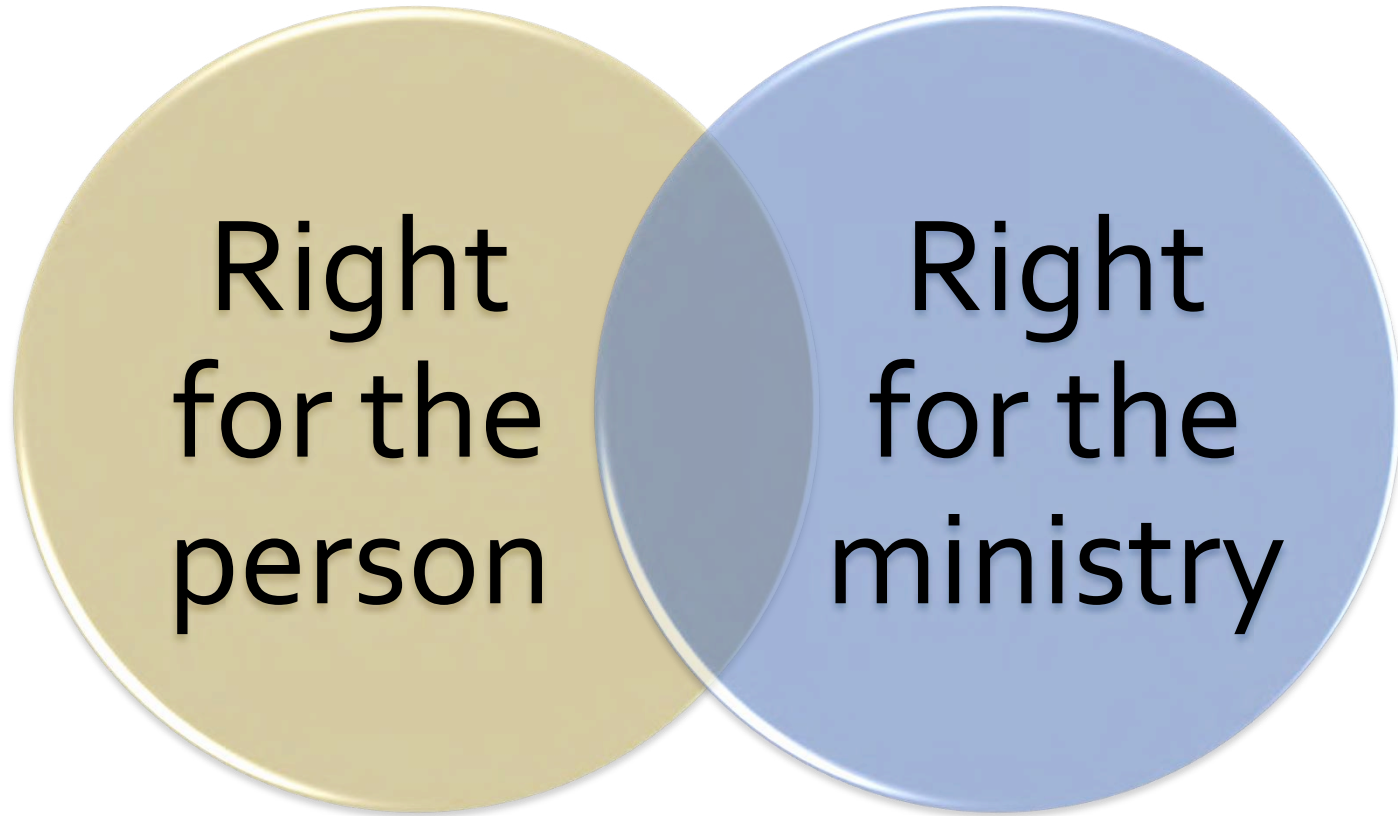
C

- What decisions will the person be **consulted** on?
 - When and where will those decisions be made?

I

- What **information** will the person receive?
 - How, when, and from whom will information come?

The Right Time

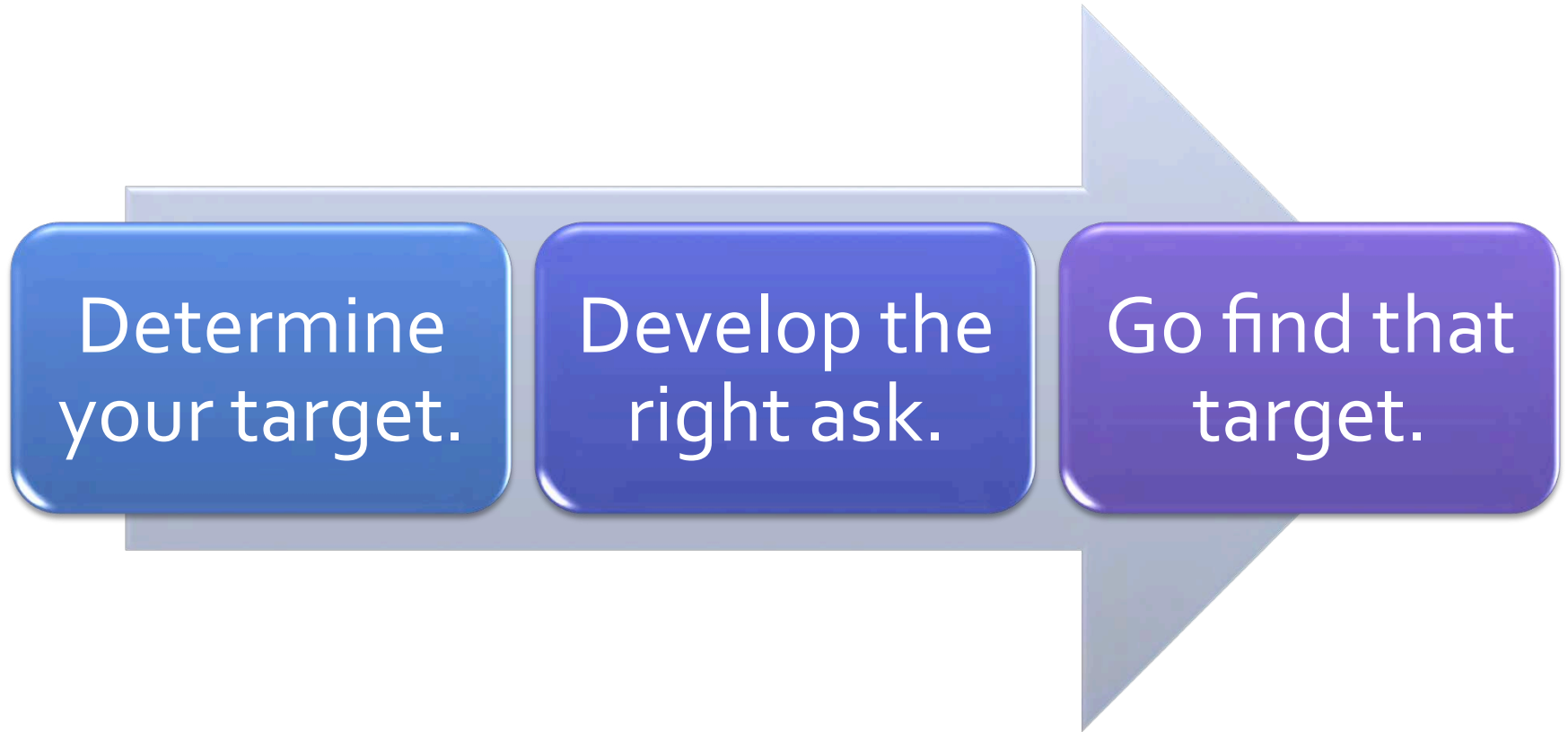


Discussion

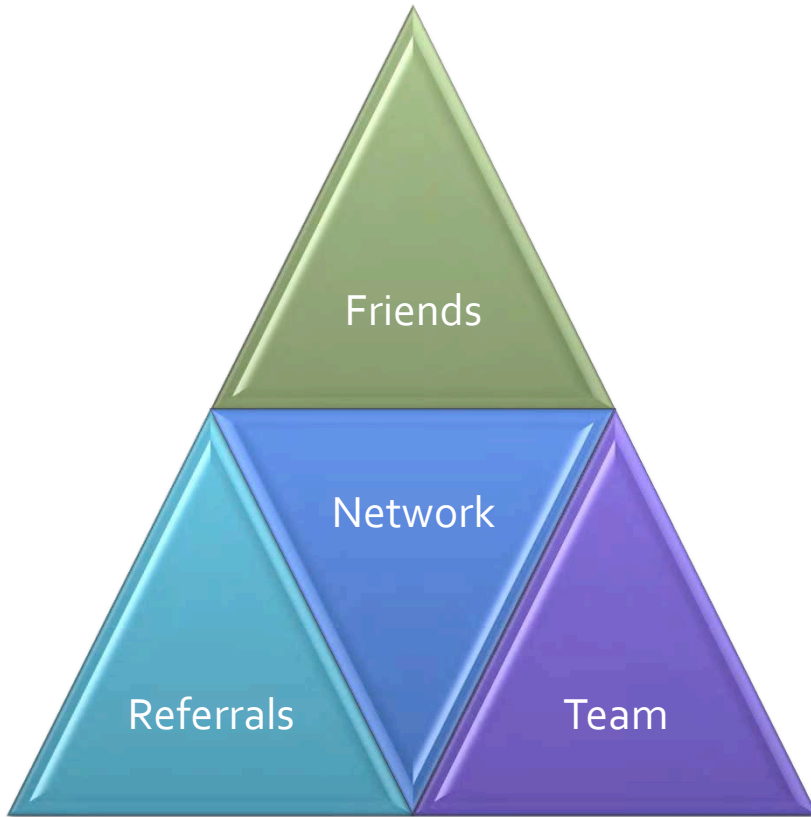
- What is role that you need to find someone to fill in your ministry area?
- How do you determine if that person has the right chemistry?
- What aspects of character are important for someone to be successful in that role?
- Why would the right person in the right place ever be the wrong time for the ministry team?
- What parts of the organization does that person need to embrace?

The Hunt

Intentional Recruiting in 3 Steps



4 Sources of Recruits



- Friends – people you know personally
- Network – people you know of generally
- Referrals – people recommend to you
- Team – people your team members know and influence

Discussion

- What skills or aptitudes does a person need in your ministry?
 - Where else can you find those skills being used?
- Is it okay to recruit someone serving in another ministry?
- Which of the four sources has the greatest opportunity for you?
- How do you leverage your team to recruit for your ministry?

Thanks!

Please return the evaluation form to my mailbox by the end of the day.

Recruiting Lunch 'n' Learn

Recruiting	
Definition	

Making the Ask	
6 Key Ingredients	5 Criteria for a Good Ask
<ul style="list-style-type: none"> • • • • • • 	<ul style="list-style-type: none"> • • • • •

Recruiting Strategies	
_____ Recruiting	_____ Recruiting
Examples	

Intentional Recruiting		
Right _____	Right _____	Right _____
<ul style="list-style-type: none"> • C _____ • C _____ • C _____ • C _____ 	<ul style="list-style-type: none"> • R _____ • A _____ • C _____ • I _____ 	Right for _____ & Right for _____

The Hunt	
4 Source of Recruits	
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Crafting an Elevator Speech

In one sentence each, answer these questions:

What is your ministry's mission?

What are your ministry's 3 or 4 core values?

What is your ministry's strategy?

What does success look like for your ministry?

Why is this ministry important to you?

What next step should this person take?

Weave these answers into a short, compelling, creative paragraph in the space below.

Workshop Evaluation

Without looking at your notes...

What are the 4 C's of the right person?

What are the 6 ingredients for making an ask?

What was the most important thing you learned in today's workshop?

What concept in today's workshop do you wish was better explained?

If you could pick the topic for another workshop, what would you choose?

Please rate the following statements.	I strongly disagree	I disagree	I agree	I strongly agree
The workshop was relevant to my ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I enjoyed participating in this workshop.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was challenged by this workshop.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I want to participate in another training workshop.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The presentation was engaging.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The concepts presented were clear.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The presenter knew what he was talking about.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The discussion times helped me process the presentation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Elevator Speech exercise was clearly explained.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I enjoyed the food provided for lunch.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Workshop Evaluation Results

Without looking at your notes...

What are the 4 C's of the right person?

Correct Answers	0	1	2	3	4
Respondents					4

What are the 6 ingredients for making a good ask?

Correct Answers	0	1	2	3	4	5	6
Respondents	1			1		2	

What was the most important thing you learned in today's workshop?

- Need to make the ask
- Need to make time to find the people
- What I could do better
- Recruiting Strategies

What concept in today's workshop do you wish was better explained?

- Longer time on "the hunt"
- Where to find people I need, people who are good with computers, people, and have some sense of music

If you could pick the topic for another workshop, what would you choose?

- Communicating well when people could do things better

Please rate the following statements.	I strongly disagree	I disagree	I agree	I strongly agree
The workshop was relevant to my ministry.			2	2
I enjoyed participating in this workshop.			3	1
I was challenged by this workshop.			2	2
I want to participate in another training workshop.			2	1
The presentation was engaging.			2	2
The concepts presented were clear.			1	3
The presenter knew what he was talking about.			1	3

The discussion times helped me process the presentation.	1	3
The Elevator Speech exercise was clearly explained.	2	2
I enjoyed the food provided for lunch.	1	3
