

## ***STEPS IN EFFECTIVE RECRUITING***

1. PRAY for God to raise up laborers for the harvest generally (Matthew 9:37-38) and specifically for the target areas/communities and people groups within you're the region God has given you.
2. KNOW WHAT and WHO you are looking for. Put together a site profile of your target community(s) or people groups including the best description you can of who you think would work best in that community and in that situation.
  - work with any existing core group or contacts in putting these together
  - this includes apprenticeships
3. COMMUNICATE regularly with MNA. We will:
  - help you with your site profiles and church planter descriptions
  - point you toward any qualified prospective candidates we know of (Jim Hatch can be particularly helpful with seminaries and seminary students)
  - coach you in contacting and following up on those candidates
  - post your opportunity on our "Hotspots" list with a link to your site profile and contact information
4. NETWORK. Contact people you know and respect and ask them if they know of anyone who might be a good candidate for your opportunities.
5. CONTACT prospective candidates:
  - exercise discretion and practice strict confidentiality
  - start with a personal or phone conversation; get to know them as much as possible; share the opportunity and need, why you think that he could be a good fit, who referred you, and send them, if they are willing, your site profile
  - give them the opportunity to pray about it and discuss it with others
  - have them send you any information you want from them such as resume, MDF, sermon tapes, Assessment Summary, etc.
6. Thoroughly CHECK OUT REFERENCES, not only the ones they provide but any one else you might think of who knows him and could give good insight.
7. INVITE for a site visit

NOTE: Throughout the process define "recruiting" as exploring an opportunity with a man and letting God's Spirit bring a true sense of calling instead of trying to talk someone into something. You want God's man in God's place in God's time.