

## The Outline

### Preparation

Agree on a situation or opportunity for public speaking that you will use to recruit apprentices.

Use the Flow 3.0 template to ask the specific questions necessary for an effective flow session. Do not skip any questions on the Flow 3.0 diagram.

Use this template to help you come up with experience ideas.

### Experience It

Set a goal for the recruitment public speaking experience.

Here are some suggestions for the experience you can take your mentee on. Remember the key is do it *with* them.

Mentoring Directors:	Speak at a Pais event with the aim of recruiting one apprentice.
Mentoring Team Leaders:	Run a high school club aimed at recruitment one apprentice.
Mentoring Team Members:	Speak at a club with the aim of inviting 2 students to church.
Mentoring Students:	Speak at a school club with the aim of one new person attending church.

### Question It

Progress through Question it continuing to use the specific questions and activities listed in the Flow 3.0 pack.

### Understand It

Use the teaching provided to unpack the principles associated with recruitment.

### Multiply It

Progress through 'Multiply It' continuing to use the specific questions and activities listed in the Flow template.

## The Teaching

Use these notes in the 'Understand It' section, to re-teach the mentee what they have learned through the experience, and fill in gaps in their understanding.

### Jesus calls us to recruit.

"Ask the lord of the harvest therefore to send out workers into his harvest field."

- The harvest is the mission field. We need to recruit people for it.

#### 1. Recruit with a big dream. (Read John 1:35-51 with the disciple.)

- Jesus never had money or status to offer. He had a dream that others could believe in. The reward was being a part of something bigger than themselves.

#### 2. Recruit with a clear dream. (Read John 1:41 with the disciple.)

- "Without vision the people perish." (Proverbs 29:18) The more specific the dream, the more people want to be involved. They want to make an impact.

#### 3. Recruit with sacrifices. (Read John 15:13 with the disciple.)

- You may be asked to sacrifice at anytime. Jesus still did so, 3 years into mission.
- Jesus doesn't always ask for everything at the beginning. It's a process.

#### 4. Develop yourself. (Read Luke 2:52 with the disciple.)

- Even Jesus had to grow. Look for ways to continually grow and move forward.

#### 5. Empower those you recruit. (Read John 1:42 with the disciple.)

- Jesus looked at who he had, and helped them become someone better.
- Don't always look for leaders to join you from other organizations, be faithful with whom you have.

#### 6. Recruit with relevancy. (Read Matthew 4:19 with the disciple.)

- Make the calling relevant to the people you are recruiting.
- Jesus used what Peter was familiar with to recruit to the calling He was giving him.
- Create relevant illustrations & connection points to pass on understanding.

#### 7. Recruit their skills.

- 24% of employees leave a business because their skills are not used.
- Ask how their skills be used as part of the vision.

#### 8. Recruit the right people. (Read Matthew 16:24 with the disciple.)

- Make people aware of the cost, and create 'gates' people need to walk through.
- A gate can be an interview, a role description with expectations etc.

#### 9. Promise training in advance.

- People can be worried about their inability to perform the tasks well.
- Promise and prepare training for individuals to learn from and improve.

**Extra Resources**

These are resources that can shed more light on the topic.

1. See the Messiahship Livewire Series. Episode 1 & 2 for more teaching about recruitment if you wish to know more.

This resource is at: <http://www.mypais.com/livewire/messiahship>

2. See also the Livewire "A New Kind Episode 1" for more details on the golden circles of why/how/what in relation to how they affect recruiting.

This resource is at: <http://www.mypais.com/livewire/a-new-kin>