



What We Have Learned about Recruiting Leaders in Small Towns

Most Small Towns have a limited supply of resources, especially when it comes to people resources. So we must make the most of every opportunity to share the vision of being a Leader with everyone. This is what we have learned when it comes to recruiting leaders in a Small Town.

- Have a Matthew 9:38 list.
 - Compile the list with the help of the local adult support group – everyone recruits
 - Don't say no for anyone; you may be robbing them of an incredible blessing
 - Follow up with everyone – don't just pray, talk with people
 - No is not a no forever. Ask permission to ask again in the future
- Become a fabric of the community
 - Be observant – who shows up at school events, who do kids talk about
 - "Office" in a local coffee shop at least once a week, you need to be seen
 - Find a church home in the community. Is there someone sitting in the pews waiting to be asked to serve someplace?
- Recruit people who don't look like you
 - Parents and grandparents make great leaders, but it may take some work to give them a vision for how they can be Leaders and help them overcome their fear
 - Does your leadership team reflect the makeup of your community?
- Teachers and Coaches
 - Substitute Teach – You can learn which teachers kids like? Who's room do kids hang out in
 - Help teachers and coaches understand the vital role they can play in the ministry. Help them discover how they can be involved. Be flexible.
 - Work with areas that have major colleges to track the Education Majors. Train them and give them the vision to consider teaching in a Small Town
- Partner with Churches
 - Find youth pastors in your community who are attending school events or visit kids at lunch. They are doing YL and don't even know it. Help give them another platform to help them reach out.
 - People who are sitting in the pews waiting to be asked to serve
- Grow your own leaders
 - Do really good ministry and follow up with kids as they go to college. Give them the vision to return to their home after they do ministry during their college years
 - Have a place for those kids who don't go to college but get a job and stay home.
 - If you have students that attend college in a nearby community, "import" them to be a part of your team
- Healthy Mission Community Reproduces
 - Healthy Leaders are the best recruiters