

1. First, you are awesome and what you are doing is vital, thank you so much!
2. The basic idea
 - a. The goal is to use your Riverbend experience, accurate information, and a positive perspective to connect young Christians with opportunities at Riverbend.
 - b. You will have the greatest success recruiting those with whom you already have a relationship and trust and recruiting those you don't know should focus on building trust.
 - c. Every kind of communication can be recruiting if you are pointing young people toward Riverbend's opportunities.
3. Steps
 - a. Ask yourself questions to figure out who, what, when, and where you're recruiting so you know what you want to say, how you want to say it, and how long you have to say it.
 - b. Plan and prepare to maximize your effectiveness
 - c. Make sure to record the contact information of all interested young people and report that information to Will asap. (will@riverbendretreat.org)
4. Recruiting with why
 - a. If you can only make a single short pitch to any potential staff, focus on why Riverbend exists and why Riverbend is important to you.
 - b. Riverbend's why statement: We get the opportunity to set the table for God's Spirit to move.
 - c. Have a personal Riverbend story ready
5. Using what and how
 - a. If time permits, share hiring information to paint the clearest possible picture of summer for the potential staff. Have a copy of the hiring information sheet (available at riverbend.camp/recruiting) to quickly present this information.
6. Three hacks to better recruiting
 - a. Only use technology you are thoroughly comfortable with and have time to test in the environment you will be recruiting in. Nothing can derail a great recruiting conversation quicker than a technology malfunction that flusters you and distracts from the communication taking place.
 - b. Practice your pitch – practice will make you more confident and effective.
 - c. Remember why you love Riverbend – they will love it for the same reasons.
7. Documentation
 - a. Remember, we must have contact information to follow up with potential staff.
8. More tools and information can be found at riverbend.camp/recruiting or by emailing Will McClammy at will@riverbendretreat.org.