

1 PROCESS ONE: HOW TO RECRUIT LEADERS

As you begin planning each challenge, you'll need a team to help with the kick-off event and other challenge details. If you expect the same men to do it each time, some will burn out, while others who aren't involved might feel excluded. **Ideally, you'll have a combination of current and new leaders for each challenge.**

How do you engage current leaders and recruit new ones? If you want to have a sustainable team and ministry, **start with a powerful vision and a big challenge.** Men are tired of doing things “just because they should” or for no apparent reason. Men—especially younger men—want to be involved in something bigger than themselves. We have cheated men by hiding the incredible adventure of changing the world through Christ behind boring bulletin announcements.

Men do what they want to do, and they will want to do things they see as valuable, worthwhile, or bringing happiness. It's your job to present the vision in such a way that the Holy Spirit can call men to passionate commitment. Often we recruit men to tasks: “Can you bring the donuts to our next breakfast?” or “Will you call the men and invite them to the retreat?” There is one major problem—**when you recruit men to tasks, you have to “sell them again” every time there is a new task that needs to be done.**

Talk about everything you do in terms of the *purpose* of The Journey. When a man buys into the vision, you don't have to “sell” him on each separate activity or ministry. Each “task” becomes an opportunity for him to forward a cause he already believes in. **Anytime you ask a man to help with a challenge, ask him in terms of the vision, not the task.**

What does this look like? If you need someone to bring drinks for a men's barbecue, don't say, “Kevin, we need drinks at the barbecue. Would you mind bringing them?” Instead, say, “Kevin, we are training men for the battle through this challenge. One way we are going to reach them for Christ is by having a barbecue to create value. Would you be willing to bring drinks to help train men for the battle and reach men for Christ?”

The **Leadership Audit** and **Recruiting Worksheet** provided in this notebook have been adapted from the No Man Left Behind training. Use them as a resource to maximize the effectiveness of your current team and add new men to it.

Before completing the Audit worksheet, discuss these questions with your team:

1. Does our leadership team represent all the types of men we want to reach on The Journey?
2. Are we becoming to each other what we want the men of the church to become on The Journey? What are the obstacles to this?
3. What/Who else do we want and need for our leadership team (see Recruiting Worksheet)?
4. What are the qualities of a servant leader? What qualities are we demonstrating well? Where do we need to improve?
5. Who could help with this challenge that we might have overlooked?

