

BEST METHODS

Recruiting Venturers

We all realize that the best recruiting tools we have are the Venturers that are currently in our Crew or Ship.

Recruiting new members can be a fun and exciting time for any unit. It's an opportunity to showcase your unit, youth accomplishments, and your chartering organization. Make it fun, make it a game, & make it one of the highlight events of the year. *Challenge* your crew members to work as a team.

Simple Steps:

- Appoint a youth member, normally the VP for Administration, to take ownership of the event (you may want to appoint an adult as the advisor as well). The event chairman should recruit other crew members to help in the organization and completion of the event. Planning should start 3 to 4 weeks before the event date. Refer to page 37 of the Venturing Leaders manual for agenda.
- Establish a date, time, & location for your crew open-house (recruiting event)
- ***The fun part:*** Ask each member of your crew to submit the name, address, and phone # (email if available) of five (5) friends or acquaintances they feel would make good crew or ship mates. Have your members compare their list to avoid duplications. Each member must have five separate names. Stress that members should look *out-of-the-box* when developing their list. Think about other organizations they may belong; Church groups, sports teams, school clubs, neighbors, etc. Don't let anyone off the hook!
- Develop an invitation letter for your open house. A sample can be found in the Venture Leaders Manual (pg 39). Invitations should be eye-catching and highlight the theme of your crew. A personal hand written note on the invitation from the crew member submitting the name would be super.
- Mail letters no less than 10 days - two weeks prior to the open house.
- Phone calls to prospective members should be made 3 days before the event. This is the most critical step and can't be skipped. Nothing is better than that *personal touch* to make young adults feel welcome! Best person to make the call is the person who submitted the name. If you have email addresses for your prospect list, a reminder the day before the event would be great.
- Conduct the crew open house following the agenda on page 38 of the Venturing Leaders manual. Make it a celebration for your crew members. Remember that this is your crew member's time to shine. Adults should be in the background.
- Recognize those crew members that had the best attendance for their 5 prospects.
- As always, don't forget *Reflection Time* with your crew officers: What went right, what went wrong, what can we do better in the future?

Good Luck!