

TIPS FOR RECRUITING ADULT LEADERS FOR MOVE, MIX, & SUPERSTART

1. Pray First

Start with prayer. Ask God to put the right adults on your heart—those who will invest in students, support your ministry, and model faith in action.

2. Don't Just Announce—Ask Personally

The best recruits usually come from a personal invitation, not a stage announcement. Think about who in your church is already invested in students (parents, small group leaders, coaches) and ask directly.

"I think you'd be a great influence on our students. Would you consider coming with us to CIY?"

3. Explain the Why, Not Just the What

People are more willing to say yes when they know the **impact** of their involvement.

"This trip can change a student's life, and we need adults who will walk with them through that. It's not just chaperoning, it's discipleship."

4. Be Clear About the Commitment

Outline the expectations up front. People appreciate clarity. They're more likely to commit if they understand what they're committing to.

- ☐ Dates of the event
- ☐ Cost (if any)
- ☐ Training or meetings required
- ☐ What their role will look like (leading small groups, relational time, etc.)

5. Share Stories from Past Leaders

Let past adult leaders share why they'd go again. A quick testimony or quote can help potential sponsors picture themselves in the role.

“I went to serve, but I came back changed, too. Watching students worship and open up about their faith was something I’ll never forget.”

6. Make It Doable

If cost is a concern, offer to cover or subsidize leader fees. If time off work is hard, offer partial commitments (help with prep or prayer before/after the trip).

7. Recruit a Mix of Ages and Personalities

Sponsors don’t have to be young and high energy to make an impact. Older adults and quieter personalities can all play meaningful roles, too. Aim for diversity to help connect with a wide variety of students.

8. Follow Up Quickly

When someone shows interest, follow up soon with next steps—an info sheet, a form, or a meeting date. Keep momentum going.

9. Empower, Don’t Just Use

Let leaders know they’re more than extra hands; they’re a vital part of the ministry. Invite them into ownership:

- ☐ Lead a devotion or small group
- ☐ Help plan logistics
- ☐ Pray over students by name

10. Appreciate Them Well

Be intentional about showing gratitude before, during, and after the trip. Write a personal thank-you note, give a small gift, or share student feedback that shows the difference they made.