

# Meet with Students

## Winter Conference Recruiting Process

### 1. Gather student contacts into MissionHub

When you arrive, 90% of your contacts will already be imported from the Conference Registration System into MissionHub. Please note only students that registered before arriving and said yes to an ops question will be in MissionHub. If an interested student registered the day of the conference, they won't be in MissionHub. You'll get in touch with those 10% of the students via:

- A sign up sheet at your booth
- Referrals = friends of students that meet with you, campus staff recommendations, or just random students you meet in the halls
- The Ops seminar / lunch

For these 10% of students, you have an Ops postcard you can give them to get them into MissionHub. The card will ask them to text "Ops" to 85005 or scan the QR Code and enter their info.

### 2. Setup times to meet with them at the conference. Here are the priorities of who to meet with first:

1<sup>st</sup>: Seniors (less than 1 year to graduation, this is key because some students are in their fourth year of college, but won't graduate for another 2 years)

2<sup>nd</sup>: Juniors (1 year to 1.5 years to graduation)

3<sup>rd</sup>: Sophomores that are programmers/IT

4<sup>th</sup>: Everyone else (can invite to seminar, challenge to an ops project)

***TIP: You can text or mass text within MissionHub and the responses will go to your phone!***

3. When you meet with students:
- Get to know them
  - Share how your role in operations helps fulfill the great commission
  - Cast vision for operations
  - Let them ask questions and try to answer as best as possible
  
  - Share key opportunities
    - intern for a summer at an operations summer project
      - Boston, Chicago, or Orlando
    - intern for a year
      - in a regional office
      - YearOne at Lake Hart
      - Paris, East Asia, Latin America
    - join full-time staff
    - use their skills while they are in college
      - help with conferences, volunteer for the regional offices on special projects

note: please record what area of skill, this will let the ops directors know how to follow-up.

4. Challenge them to follow hard after God!

Please communicate that you want them to be where God wants them to be – IBM, cru, teacher, synchronized swimming performer. As long as they follow after God, we are on the same team. (Think 100% sent.)

As for cru, please represent our needs:

- **If they have more than a year to go before graduation:**
  - Challenge them to intern for a summer in Boston, Chicago, or Orlando
    - see details and apply at <http://gosummerproject.com/>

- **if they graduate within a year**
  - challenge them to intern for a year in one of three places
    1. A regional headquarters
      - Encourage the student to contact the Ops Director. We will also follow-up, but it's good to encourage them to take some initiative.
      - Perhaps give them a map of the regional offices:
 

[www.marcthemagician.com/recruiting/wp-content/uploads/2011/12/USCM-Offices-Regions-Map-11-2011.pdf](http://www.marcthemagician.com/recruiting/wp-content/uploads/2011/12/USCM-Offices-Regions-Map-11-2011.pdf)
    2. YearOne at the World Headquarters
      - **Please hand all senior programmers/IT and finance students a Preview Weekend invite card.** This invites them to apply for preview weekend, it's not a guaranteed ticket. We've found personal invites to be the most effective. The application for Preview Weekend is also the application for YearOne. (They can withdraw after Preview Weekend if they wish.)

Nationally we have decided that all programming/IT students are coming to headquarters in Orlando. Also, certain types of finance students are coming to headquarters in Orlando. Other areas of finance are more needed in the regional headquarters, but we'll figure out the nuances of their major and calling during the follow-up process.

If you feel God is leading you to invite a senior who is not IT or finance to Preview Weekend, pray about it. You have freedom to invite them – we trust you. There is great need at the regional offices and headquarters, so we need to be spirit led as we approach people.

3. An area office in Paris, East Asia, or Costa Rica. These are the three offices overseas that have the greatest needs for students to use their degrees to enable ministry.
  - Please challenge the students to contact an ops leader in the office:
    - Paris: Nalani Pavlina  
[Nalani.Pavlina@uscm.org](mailto:Nalani.Pavlina@uscm.org)

- East Asia: Erik Butz  
[ebutz@zteam.biz](mailto:ebutz@zteam.biz)
- Costa Rica: coming soon...

4. Or they can always dive right in and join full-time staff.
  - Challenge them to apply at:  
<http://joinus.campuscrusadeforchrist.com/>