

Record the Results

Winter Conference Recruiting Process

We need your help to guide the follow-up team to know where to invest our time. We literally couldn't do this without you. Here are the things it would help us to know:

- When you shared the opportunities with them, which ones did they seem interested in?
- As you talked with them, was there an opportunity you felt led to challenge them to?
- Did you give them a preview weekend card?
- Could you give us more details about their major and interests? For example, if they are a graphics major, which area do they have skills and experience in (print, web, digital graphic, hand drawn, etc).

→ Please record this information in a MissionHub comment for the contact

Please bless us with honest and clear comments. It will directly affect how we follow up with these students. For example, we will personally call within the first month the students with high interest and key skills.

BEFORE YOU LEAVE THE CONFERENCE, **FINALIZE YOUR CONTACTS**

Please do one of two things in MissionHub with all your contacts:

1. Change the status of a contact to complete
- OR
2. Unassign the contact from yourself (these are the **GOLD** contacts)

Here is what these two options mean:

1. Completed Contacts

This means they are done. No further follow-up for operations recruiting is needed with this contact. They might have other needs personally or spiritually, but in terms of operations recruiting, we are done for now.

Select “completed” **and add a comment** why they are complete:



Reasons a contact would be marked completed could be they:

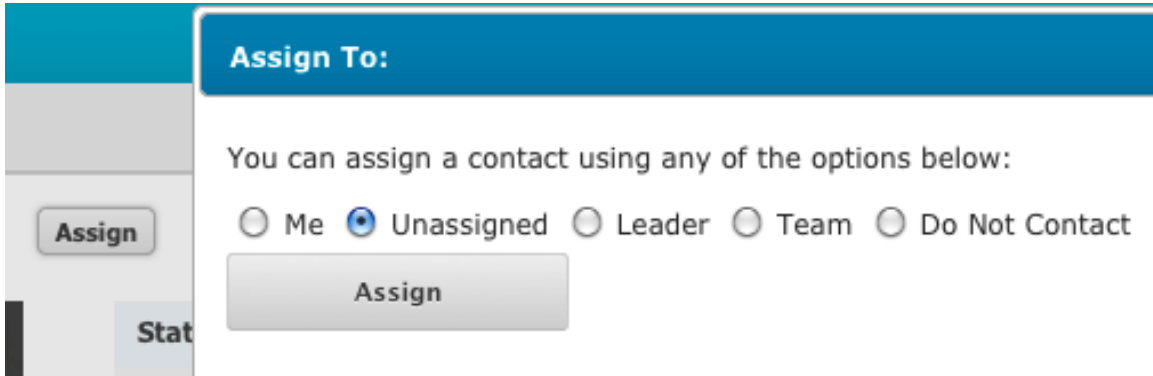
- are not a christian (do share the Gospel with them though!)
- are not showing any signs of interest
- are already committed to doing something else (ex. committed to joining the peace corp for two years) that makes it impossible for them to:
 - go on an Ops Summer Project
 - do an Ops Internship
 - join Staff in Operations
 - Help with a future conference or volunteer at a regional office or on your campus

Result of marking them complete → We won't do anything with them for the next year. They could catch at other recruiting events or winter conference next year. But for this round it removes them from our radar. **This is a blessing to the follow-up teams.** We want to follow up students that have some potential and interest.

2. Unassigned Contacts

The contacts that you unassign are the **gold!** You are saying to the follow-up team, “work on these contacts.” They are worth putting some time and energy into to see what God might do.

Within MissionHub, please assign them to: “unassigned”. Their status will remain “contacted.” Please also make a comment on how you think the student should be followed up.



After the conference, the follow-up team will start work on the pool of unassigned contacts.

The GOLD contacts are students showing signs of interest **and:**

- graduating soon (or programmers who are not freshman)
- willing to help out in some way while in school
- interested in going on an OPS summer project

IF YOU ARE NOT SURE whether to complete or unassign them, please unassign them, and **add a comment** explaining why you are not sure what to do. The follow-up team will decide what to do

We expect you to make basic contact with all the students in MissionHub. But you might be thinking, what do I do with the contacts that we texted and emailed, but heard no response? **Please mark them as completed and comment why.** Your work saved us a lot of time not having to filter through those students. We can focus our limited time and energy on the responsive students. Thanks for your help.

What happens after we leave winter conference?

Marc Vergo is the recruiting coordinator. He is working with all the operations directors and their teams to make sure all the gold contacts are followed up well after the conference.

In general, follow-up will be done by teams:

- Preview Weekend contacts will be followed up by YearOne team
- Programmers and IT students will be followed-up by Todd Gross' team
- International interested students will be followed-up by the international operations directors
- Regional operations directors will follow up the regional contacts and all other contacts

Note: We want to find interested students and come along side them and encourage them to follow God. When we email these contacts afterwards, we're going to end the emails with a nice way they can opt of being contacted.