



### Recruiting: Building the Right Team

One effective way to recruit participants for your mission trip is to host a **Discovery Meeting**. The purpose of this meeting is to invite anyone who may be interested, cast vision for why your team is going, and clearly communicate the details that will help students (and their parents) discern whether God is leading them to participate. A well-led discovery meeting creates clarity, excitement, and realistic expectations from the start.

A discovery meeting can be held as part of an already scheduled gathering (such as a class, small group, or service) or as a standalone event. Regardless of the format, intentional planning will help participants make informed, prayerful decisions.

### HELPFUL IDEAS FOR A DISCOVERY MEETING

- **Come prepared with clear information.**  
Be ready to share key details about the trip, including dates, location, estimated costs, deadlines, passport and visa requirements, fundraising expectations, and a general overview of ministry activities. The more clarity you provide upfront, the better participants can discern their involvement.
- **Create an engaging setting.**  
The environment can help bring the trip to life. Consider serving snacks from the region where you will be going, decorating the space with items or images from that part of the world, or showing short videos that highlight the location and ministry context.
- **Use testimonies to cast vision.**  
Invite individuals who have previously served on mission trips to share brief testimonies about how God worked in and through them. Personal stories help potential participants imagine what God might do through their own obedience.
- **Clearly communicate the “why.”**  
Ground the trip in Scripture by sharing how God calls all believers to go and make disciples. Help participants see the trip as an opportunity to join God’s mission, not simply to travel or serve.
- **Be ready with next steps.**  
Assume that some will want to move forward. Have a clear sign-up process,

application information, and a registration deadline ready to share. Clear next steps help maintain momentum and prevent confusion.

## **Assessment: Discerning Readiness and Fit**

Not everyone who expresses interest in a mission trip will be a good fit for that particular experience. As the group leader, you have a responsibility to prayerfully assess each potential participant to ensure they are prepared for the spiritual, relational, and practical demands of the trip.

We recommend the following steps to help determine readiness:

- **Conduct a personal interview.**  
Meet individually with each applicant to evaluate their readiness for international travel, cross-cultural ministry, and gospel engagement. This is also an important time to assess maturity, teachability, and any character or behavioral concerns that could pose a risk to children, vulnerable populations, or the team.
- **Confirm church involvement and membership.**  
Ensure each participant is a believer and a member of your church who is actively involved in the church. Depending on the type of ministry involved, some trips may require membership in a Southern Baptist church. If you are unsure, check for clarification.
- **Use a participant covenant.**  
Consider having participants sign a covenant that clearly outlines expectations, commitments, and requirements for the trip. This may include spiritual preparation, training attendance, fundraising expectations, and a code of conduct during the trip.
- **Ensure full commitment to preparation and training.**  
Every participant should be ready and willing to engage fully in all aspects of the trip, including pre-trip training, team meetings, and spiritual preparation. This includes chaperones. A team that prepares together serves more effectively and supports one another well.