

25 tips for team recruiting

How do you recruit people for your team? Simple – read every precious word we’ve written below and pick two or three ideas that fit your personality. Then do it – turn on your recruitment charm and watch the registrations pour in.



1 direct is best.

Send an email to each person you want to ask to join your team. Include a **link to your team page**, and tell them that the moment they register you’ll know and respond by running down the hall screaming their name with joy – something like that.

2 sweet incentives.

Everybody loves **a gift!** Consider creating or purchasing a small-but-meaningful gift to offer as an incentive for joining the team. For example, we know captains who have offered \$5 Starbucks cards, invitations to dinner, and “Samosa Survival Packs” to people who join their team, or at least just donate over a certain level. Make it personal – they’ll find you hard to resist.

3 use the ride video.

We’ve crafted some RIDE promo videos – they’re short, informative, real, and not too unbearably heavy. So use them! Download them or stream them on your phone/computer/iPad, and have a pair of headphones on hand. Ask them to watch a video about this autumn event you’re doing, and **let the video do its magic**. Betcha they’ll say yes.



4 recruit it forward.

Once you’ve successfully recruited a teammate, make sure you **ask them for help**. You’ve recruited them, now you need them to recruit someone else. Makes sense, right? If they said yes, chances are they’ll know at least one other person who could be a great addition to your team.

5 puppy dog eyes.

How would you respond to someone who had **the courage** to look you in the eyes and ask you to join his or her team? You may not say yes, but you'd certainly think twice about it.



So try it. Put on your best puppy dog eyes and ask. Just make sure you do it privately (don't call them out in a crowd) and don't beat around the bush: get to it, and don't make it a speech.

6 Three questions.

When staring down a potential teammate, ask them three important questions: **1.** Can you bike? (Good) **2.** Do you have a beating heart? (Great) **3.** Do you look good wearing bike pants? (Not required) Use these three questions to break the ice, then congratulate them for passing the pre-qualification test. You might confuse them, but hey, they might just sign up quickly to avoid prolonging the conversation.

7 facebook fun.



Post your desire to build a team on Facebook (or Twitter or Insta or whatever) either as a status, or create an event called "My Awesome Team" (example only) and invite friends to join. When you explain what people are getting into, they can relax and make a decision.

8 ride math.

Sometimes people are reluctant to join because they don't appreciate how the fundraising math works and how simple it is to use the online system. Get ahead of that by reminding them the average donation is **\$50** and that the average adult raises about **\$250**. Easy peasy.

9 candy is dandy.

Bring a bowl to work and fill it with candy. If they want some of your yummy candy, they need to eat up your **sweet story about the RIDE**, right? Just make sure you don't gain 10 pounds eating the candy before RIDE Day. (See the donut tip below for more ideas.)

10 make a scene, drama queen.

So, you're at youth group, or small group, or the squash courts – anywhere there's a crowd of people you kind of know. And at some point in the evening, you start talking to someone about the RIDE and the cause and over a matter of minutes your voice just keeps rising and rising until the only thing people hear is you. At that point, your friend will join your team **just to make you shut up**.



11 donuts in the staff room.

Buy a dozen donuts and leave them out in the staff room (for free!) to anyone to enjoy. One condition – they have to drop by your office/cubicle and pick one of the following activities, which will of course give you an opportunity to **talk to them** and invite them to join your team:

- Watch the RIDE video with you
- Answer skill-testing questions about bicycles or whatever
- Make a \$5 donation to your RIDE
- Play X's and O's – if they lose, they join your team or sponsor you for \$25
- Guess how many charities there are in this year's Ride for Refuge



12 outsource.

You know that you can have team members riding or walking “with” you in **different cities**, right? Ask your friends across the country to join your team – you ride in your town, they ride in theirs, and your money all goes to the same place.

13 show off the shirt.

Everyone who hits their fundraising minimum gets one of our **famously cool** Ride for Refuge shirts. Play that up – show them the picture online and say something cheesy like, “Wow – that shirt would really bring out your eyes!” Boom!



14 hand 'em a laptop/phone.

Nothing says “are you in?” like having the registration page open and ready to be completed. Slide that Macbook, Dell, iPad, or Android thing into their hands, and **walk them through** the registration process right then and there. *(Great for procrastinators.)*

15 walk + whine.

Invite friends to meet you for dinner downtown. Offer to pick them up, then make a point of parking a long way from the chosen restaurant. By the time they’re done their 20-minute trek, they’ll be puffing and complaining so much you’ll have an excellent opportunity to talk over dinner about the challenges people face to break free from hardship, danger, and abuse, and why joining your team would help them assuage their latent guilt. **It’s shameless, but effective.** Plus, you can walk off that heavy meal afterward.

16 get your face in their space.

Sometimes an in-your-face recruitment approach can work well. Maybe you have a buddy who doesn’t do much ever. **“Buck up, Lazy Butt,”** you say, staring fiercely. “Get off the couch, log out of Snapfacetagram, put down the Cheetos, and help us accomplish something remarkable.” They’ll either limply throw their day-old pizza at you, or hug you gratefully. Either way, you’ve enjoyed speaking the truth in love. (Bonus: free day-old pizza!)

17 we are fam-i-ly.

Studies* show that the easiest people to guilt into doing something are your own flesh-and-blood. Ask your parents, siblings, kids, second cousins, and let them know that **Thanksgiving dinner** will be awkward (well, more awkward) forevermore if they say no. If they won’t join you, ask them to donate – it’s what Grandma would have wanted.

* Official poll of RIDE HQ staff



18 kid-friendly.

If you're in possession of a kid or two, why not **captain a team of kids** and parents? Invite your kids' playgroup or Sunday School class – no one fundraises more effectively than a wide-eyed six-year-old.

19 recruit a rainmaker.

Go to the **most popular person** in your circle at work, school, or church, and pitch them hard on joining your team. These are the rainmakers – they make things happen, and other people follow them. Appeal to their general sense of awesomeness and explain that their primary job is helping you recruit the biggest, most successful team in the event.

20 tell your story.

How are you personally linked to this cause? Are you a long-time supporter of a local charity you're riding for? Have you worked passionately to help out someone close to your heart? Use your story to tell prospective teammates **why it's so important** to you that they help your team raise tons of money for your local ministry.

21 make it visible.

We've had team captains do some crazy stuff to bring awareness to the RIDE – letting their beards grow, wearing a RIDE shirt wherever they go, or just biking everywhere, rain or shine. **Be creative!** And when your friends, coworkers or strangers ask you why you're being so weird, recruit them to join your merry band of weirdos doing great things for real people.

22 gather your groups.

Are you part of a book club or swimming class? Does your workplace or church have a big heart? Join **The Challenge** and motivate your fellow members by **launching a competition with other groups** like yours. It's fun watching Neville's Knitting Klub duke it out against The Crazy Quilters on the scoreboards.

23 johnny on the spot.

A captive audience is hard to find nowadays, except for those fleeting moments when your work or school mates are relaxing in the bathroom. Tape up a creative, fun announcement on the inside door of your **bathroom stalls** and enjoy the cheeky responses you get.

24 buddy up.

Try to recruit one team member who will work with you as co-captain. Then **tag-team your efforts** by working together to recruit friends or colleagues. For one thing, your co-captain has their own networks to draw from doubling your recruitment potential. For another, having a co-captain increases the fun and accountability.

25 stencil power.

The RIDE has some funky stencils at rideforrefuge.org/tools. So here's the plan: using water-soluble spray paint, carefully (and with permission where required) begin to covertly stencil these images on key locations in your work or school space. So many people will wonder what on earth is going on that the sheer volume of discussion will lead to some inevitable opportunities for you invite people to join. It's subtle, fun, and effective.

