



Foster & Adoptive Care Coalition

FOR EVERY CHILD... A PLACE TO CALL HOME

Extreme Recruitment™ Top 10 List

10. **No linear thinking:** We try ALL recruitment tools at once. General recruitment is reactive; Extreme Recruitment™ is proactive.
9. **Get out from behind the desk!** Diligent search is done in the field, talking to relatives. It is not done in front of a computer.
8. **Don't take no for an answer.** Teenagers may say that they don't want to be adopted. Although they may not want to be adopted by a stranger, they DO want to be reconnected with their biological family. Youth never stop longing to get back to their birth families.
7. **The number of strangers we can recruit is finite; the number of relatives we can recruit is infinite.** The average American has 300 living relatives.
6. **Biological family is more likely to adopt kids with the toughest challenges.** They can provide love without conditions much more readily than strangers.
5. **Weekly meetings are necessary.** Too much happens with Extreme Recruitment™ from week to week. If not, then the team is not trying hard enough.
4. **Consensus drives Extreme Recruitment™, not 100% agreement.** Hear everyone's viewpoint. If unanimous agreement is not reachable, go with the majority.
3. **Pay attention to educational issues.** The youth and their pre-adoptive family have enough on their plate. Get the youth's educational concerns taken care of BEFORE the child is placed.
2. **Build trust with the family.** The youth's biological family has suffered incredible loss and grief. Honor it. Apologize to the family for the hurt that the child welfare system has caused.
1. **It's not just about permanency; it's about identity.** Long-term foster care strips youth of their identity. Extreme Recruitment™ gives it back.