



STAFF RECRUITING: GOALS AND PROCESS

Staff Recruiting Goals and Process

Created by Steve Shadrach

I'm sure you, like most every ministry, would like to grow your staff to maximize your impact for Christ. But who do you add to your team, and how do you do it? You want to make sure you have the right people on the bus! Here's a simple illustration of the process to go through to evaluate whether a particular person belongs on your staff or not. Seek to objectively confirm that each candidate truly shares your Vision, has good relational Chemistry with you and your team, and there is a viable Role they can thrive in. But don't go through this "VCR" staff evaluation process hastily. Take the time to make sure it is a good match for you and them. Before you officially "get married" to this person (or even "propose") you need to first go through the appropriate stages of acquaintance, friendship, and courtship. You'll be glad you took it slowly!

Ultimate Goal

Your goal is to see believers connected to THEIR most strategic role in completing the Great Commission. So while we want to recruit for our ministry, ultimately you should be looking out for the recruit's best interests.

Big Picture for Recruiting:

- Recruiting Methodology: VCR
 - **V**ision - Do we have the same vision?
 - **C**hemistry - Would you enjoy doing life with them?
 - **R**ole - Do they have a natural fit where they can thrive?

Dating Process of Recruiting

1) Acquaintance

- a. Mobilize them - Help them consider where their best fit is. Don't just think about yourself and your own staffing needs.
- b. Don't propose on the first date. How would they view your ministry if you propose too early?
- c. Guard their hearts, (Proverbs 4:23). Don't talk too much about a future together right off the bat.

2) Friendship

- a. Do we have the same vision?
- b. Are these our kind of people?
- c. Would I enjoy working with this person?
- d. What other options do they have? Encourage them to date around.

3) Courtship

- a. Check out their resume.
- b. Personal Visit - Don't ever propose to someone you haven't personally met.
- c. Application - the next formal step in gathering information about the recruit.
- d. Talk to their friends - references, and encourage them to talk to others about it.
- e. Talk about commitments and roles.

4) Proposal

- a. Define their commitments and roles.
- b. Ask the golden question, "Will you do ministry with me?"
- c. Handle indecision with grace and appropriate pursuit - If they are not ready, keep in touch and continue developing the relationship until they are ready to be proposed to again.
- d. Follow-up with them and keep up the relationship even after they commit and start in the new staff process.

5) Wedding Planning

- a. You have a role - You recruited them, so you need to follow-up and track with them.
- b. The ministry has a role – Your ministry's personnel team will help them with planning and on boarding.