



# BEST HIRING PRACTICES FOR A NEW CHURCH

## LOWER YOUR EXPECTATIONS

A church planter should expect to work solo for 3- years. Lower your expectations and be content with what the Lord has given.

The people you can afford early, you don't want very long.

## Church Planters Must:

### **Act Their Age**

Church planters go out and they want everything that every church has. Often they're trying to do too much too fast, instead of doing a few things really well.

### **Remember...**

It is a lot easier to build leaders than to buy them.

### **Be Clear On Your Vision and Values**

When bringing people from outside you must be crystal clear on your vision, values, systems and structures. They're going to make decisions that are outside of what you would want and sometimes it's not their fault because we haven't been clear

We cannot neglect that God's got a sovereign strategy. We can't jump to Step 2 and start writing policies about hiring until we have a picture of what God is doing and we're willing to just scrap the rest of it.




## CALLED TO MINISTRY?

Just because someone is tired of sitting in the pew and is doing a great job growing and serving, does NOT mean they need to be hired. Continue being an amazing volunteer and keep your job.

Do the work that is in  
front of you.

*When is it time to hire?*

- WHEN YOU CLEARLY SEE THE NEED
  - WHEN MINISTRY IS GETTING BEYOND THE BOUNDS OF THE VOLUNTEERS
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Be slow to hire because **churches will drift toward complexity**, not simplicity. You need to be really tight on what you do and what you don't do, because it's really hard to kill stuff off later on.

## THREE TYPES OF HIRES

All hires are important. It is important to have a diverse mix of the three types of hires.

Positive


Internally Focused, Helps to grow the church from the inside. ie - youth pastor

Neutral

Helps organizationally but does not have a direct impact on the growth of the church. i.e. - exec. pastor

Negative

Does not help grow the church, and spends resources. i.e. - facilities manager





Adapted from New Churches Podcast Episode 734, *Best  
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