

Hiring environment is very different than it has ever been, no longer use Robert Half for accounting staff, church staffing website has had a low response for a technical position, haven't done much hiring since 2019

General thoughts:

Prayer and Discernment

Character, Chemistry, and Competency-Unhealthy or out of balance perspective of the three can lead to poor choices.

EP from business world-focused too much on competency

Pastoral led hiring-character and chemistry focused too much at the expense of competency

A wonderful relational person that doesn't know how to create spreadsheets is not helpful to the Finance team.

Different processes for different types of staff

SP-call GLR, very positive experience

Pastors/Directors-relationships, churchstaffing, wesleyan.org, GLR, intern or residency

Other staff-church website, Indeed, relationships, Facebook, TANF, farm system (tech staff)

Do:

- Take your time, hire slow. . .
- Have a **team of people interview** for all levels-we like 3 usually, at least 2 (teammate, hiring manager, and a pastor)
 - Have the **right people** around the table for hiring a position
 - Pastors would struggle to hire an accountant, but their insight on personality and character could be helpful
 - I would struggle to hire a ministry person
 - An insecure person on your interview team will almost never hire someone with more competency or chemistry than they have
- Prepare **detailed interview questions that are behavioral based**-tell me a time when you
 - Be more guarded with questions for support staff and directors-other forms prohibition of discrimination likely still applies to these positions
- **Call references**-I regret we didn't take more seriously some negative or less than positive reference calls we have had in the past. In a couple of hires 1 out of the 3 references were negative or neutral. The one negative reference was more reflective of the situation than the two positive references. These two hires were not good in the long run.
 - Ask about strengths and weaknesses or would you hire again?

- Background checks, state laws are different regarding credit checks-usually these are limited to staff handling cash (at least in Illinois)
- Pastors/Directors we usually have a long weekend with “hang out time”, you can get to know the candidate better (usually final 1 or 2 candidates). Invite the spouse as well.
 - It is hard to be “guarded constantly over a long period of time”
 - Meals with various staff members
 - Tour of the area
 - Fun activities
 - Attend worship at Heritage
- Depending on the position **do some testing**
 - MMPI-Minnesota Multiphasic Personality Inventory
 - Simmons-very helpful insights regarding how a candidate would approach work. (30 minute call with Mr. Simmons to debrief the results)
 - DISC
 - Internally prepared competency questions (story problems/accounting problems, produce a video, lead worship)
- Consider **someone pivoting toward retirement** for part-time positions (several success stories here 20-25 hours/week). Held position for multiple years usually comes with high expertise, great work ethic
- **It's ok to hire outside of the church depending on the position** (follow LBA and SP hiring policy)
 - Current Finance team: one member was originally dechurched upon hire, but is part of Heritage Church, another attends a local United Methodist Church

Do Not:

- **Hire a person solely because they are serving in ministry currently** without checking out their competence in the area of hiring
 - Because they are serving in youth ministry doesn't necessarily mean they would be a good administrative assistant
- Have a peer to the position being hired on the interview team that is insecure
 - 1st hire-two others on the team made sure we had someone less qualified
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