**South Hills Hiring Lens**

# Based on the 8 Axioms of Church Staff Hiring by Unseminary

1. **Past performance is the best indicator of future reality.**

**We imagine skills and abilities that aren’t present in the candidate because we want them to work in our organization.** We need to force ourselves to look closely at what they’ve actually done and accomplished in their past roles and graph those results onto our church.

1. **Anybody is not better than nobody.**

Your church is surviving without the role currently filled, but a bad hire can actually do a lot more damage than an open role. Resist the temptation to prematurely fill open positions at your church with candidates who would not excel in those roles. **The pain of extracting a misplaced staff member is multiple times worse than the discomfort of an open role in your organization.**

1. **Internal to consolidate culture. External to change culture.**

If you are looking to perpetuate the culture you have hire from within, if you’re looking to change culture or bring new perspectives and ideas, hire from the outside.

## Hire chemistry & character. Develop competency. Moral failures because of character flaws are a more common reason for ministry implosions than ineffective or incompetent leadership. Make sure that through the hiring process you probe the character side of the candidate. Find ways to explore the subtler side of what it means to work in a ministry.

## Really wanting to work at the church” isn’t a qualification. Often, this sort of enthusiasm will be even more evident in candidates who are considering joining your church from marketplace roles. You need to explore this particular enthusiasm closely because often it’s rooted in a love for what the church “does”; however, working within the ministry is a much different experience than benefiting from the ministry. Everyone loves the sausage but not particularly the sausage factory!

## Hire ministry leaders, not ministry doers.  What are you actually looking for your staff to accomplish in your ministry? It’s important that you are crystal clear on the objectives you are looking to fulfill through this role. My firm conviction is that every staff member needs to be leading the ministry and not just directly doing the ministry. We’re hiring people who can mobilize, train, and release volunteers into the ministry rather than them doing the work directly. You are hiring ministry leaders, not ministry doers!