



KINGDOM CANDIDATES

HIRING HANDBOOK

How Your Church Can
Hire With Confidence

...On Your Own.



KINGDOM
CANDIDATES
CHURCH STAFFING MADE SIMPLE

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I

THE ELEPHANT IN THE ROOM

Kingdom Candidates was created to make church staffing effective and cost-efficient by bringing the business hiring model to an online platform for churches and pastors across the globe. When we launched, we received a lot of cold shoulders, negative opinions and emotions, and questions as to why we would get into church staffing. It has become overly complicated, confusing, and discouraging for many.

The Elephant in the room

The key reason staffing has become such a burden for churches: the hiring process forces a congregation to look in the mirror and acknowledge their strengths *and* weaknesses. This requires spiritual strength, grit, and perseverance, as well as time and financial resources which many church leaders are already spending on stewarding their congregations.

Key principles

As a church looks to bring on new staff, they must consider how well candidates identify with the core mission, vision and values, and how the candidates will go above and beyond to meet needs and solve issues that arise. There are five key principles all churches should consider:

1. **Staff & Church Culture.** Who are we?
2. **Culture Trumps Vision.** Who do we want to be?
3. **Church Vision.** Where are we going?
4. **Church Strategy.** How will we get there?
5. **Alignment.** How does the job align with overall church strategy?

After a church has established their five key principles, they must go on to ask three tough questions:

1. *Where have we, as a collective, failed to embody our vision, strategy, and values?*
2. *In which ways will our new staff member help us accomplish the vision of our church?*
3. *Into what brokenness are we asking this candidate to enter with us, that we might find wholeness?*

Hiring comes down to seeking God's will, which is tough, biblical work that is necessary for the pruning process of your church community

Getting practical

After spending much needed time on the spiritual process (culture, mission, vision, strategy, etc.), the practical side of finding and vetting candidates can be overwhelming.

- How will candidates apply for this position?

- Should we pursue talent, or wait passively for applicants to apply?
- If we pursue talent, where do we look and in which parts of the country?
- On which platforms should we post our job opening, and how can we track all our postings?
- How will we navigate the logistics of job postings, applications, and reviewing of applicants' information?
- Should we spend thousands of dollars to hire a church staffing agency, or purchase business-oriented hiring software?
- If the search process takes longer than we anticipate, do we have a backup plan to maintain ministry-efficiency in the interim?

Let's get the Elephant out of the room

If your church can zoom out and see the bigger picture, hiring can be a wonderful process that will move your congregation in the right direction. *Kingdom Candidates* will walk you through finding the right talent, organizing them, gauging their competency and constitution, and onboarding them successfully. We believe that when a congregation honestly acknowledges their holistic identity they lead themselves to God's altar. At the altar is confession (for where your church has fallen short), worship (for who God is and what He has done), sanctification (being made holy), glorification (spiritual renewal), and ultimately faith (belief in God and His sovereign will for your community).

When a church enters in to the hiring process intentionally, they are able to realize God's transformational vision and purpose for the process. God is pruning your church for a new season of ministry.

*** Your hiring process can be amazing. ***

*** Your church can hire on its own. ***

II

MODERNIZING THE HIRING PROCESS*Hybrid CRM Technology & Consultative Profiling*

The church world has been consumed by a tidal wave of “Church Staffing Consultants” who offer their services to congregations for thousands of dollars. While the local church may benefit from their services, these consultants are rarely financially sustainable for staffing the whole of a local church. Small to mid-sized churches *can* afford to use them for executive-level hires, but it often comes at great expense to other ministry areas. Instead of investing that money into ministry-specific needs which promote the health of the overall church body (i.e. children and students’ ministries, small groups, and missional initiatives, which may result in increased tithes and offerings), churches feel pressured by current trends to invest in a staffing consultant when it comes time to search for a new senior pastor.

The hope is that a consultant will find the perfect candidate to set the church in the right direction, both ministry-wise and fiscally. This can be a huge gamble. Your average church would gain greater benefit from hiring a “church health” consultant for a season, to prepare and empower a committed congregation to hire its own staff. If your

congregation is healthy and ready to hire on its own, you must analyze and define your hiring process.

How do you...

- ...know if your church is ready to hire?
- ...tell your church's story in a way that appeals to candidates across geographic boundaries?
- ...confidentially collect, file, and organize applicants' information?
- ...gauge an applicant's IQ/EQ, theology, background, ministry experience, leadership ability, and personality?

If you like your process, stick with it! However, if you are a part of a vibrant church that struggles to find the right candidates, or attracts a boatload of candidates and need help managing your talent, we have valuable solutions you may find appealing.

How does *Kingdom Candidates* empower the local church?

Kingdom Candidates has modernized the church staffing process by building a website that empowers the local church to hire on its own. One of our executives, Brian Taylor—who is also a Dove Award-winning Grammy-Nominated music producer—describes our services in the following way:

“Kingdom Candidates is a website that uses innovation to execute Kingdom initiatives. It’s a hybrid CRM technology and consultative profiling that aligns organizations with high capacity applicants. We equip faith-centric entities to hire not only for transferable skills, but also for the emotional intelligence needed to be exemplary leaders in the marketplace.”

The system we have developed is one we like to call your **Digital HR Assistant**. On our website, we have combined Consultative Profiling with Customer Relationship Management (CRM) technology to create a *hybrid* solution to local church staffing needs.

CRM Technology

At *Kingdom Candidates*, we bring the church hiring process into the modern era, offering something special for both candidates and churches. Having stated that, our emphasis is on the local church. We understand you need a place to manage your talent for current and future hires. Instead of having applicants apply at an email address or through a spreadsheet (or through CRM software that caters more to the business world), the platform we have created is a one-stop shop for all your organizational needs.

When candidates apply for your job listing you will receive full access to their profile, including resume, videos, picture(s), personal salvation story, statement of faith, philosophy of ministry, and personality

assessments. Included in each candidate's profile is a consultative questionnaire they complete, which can help you gauge not only their competence but also their constitution (see Chapter V—*Profiling Candidates*). The profiles are viewable and downloadable to churches once candidates have applied. Most Importantly: On the back end of the website, applicants can confidentially be organized into categories of Favorite, Maybe, and Denied. Whether your church has a search committee or just a few individuals involved in the hiring process, this organizational function is critical, allowing you to view favorite candidates in a separate group from any other applicants.

Consultative profiling

The consultative profiling built in to our website is covered in detail in *Chapter V—Profiling Your Candidates* and *Chapter VI—Readiness to Hire*. Chapter V tackles the candidate questionnaire, which asks candidates to reflect on their Background, Leadership, Ministry Experience, Theology, and any other specific ministry emphases. In *Chapter VI* we discuss the consultative questionnaire built into the *Gold* and *Supreme* Church Profiles to help churches assess their readiness to hire, onboarding process, reporting structure, story, mission, vision, values, theological essentials, and effective execution of each.

*** Your church is empowered. ***

*** Your church can hire on its own. ***

III

FINDING QUALIFIED CANDIDATES

We regularly speak to executive pastors and search committees across the country. They are excited about *Kingdom Candidates'* incredible organizational technology and built in processes for assessing their applicants' competence and constitution. But they still have a few questions:

- Can *Kingdom Candidates* help us find quality candidates? Yes, we can!
- What will it cost us to enlist your services, beyond the initial charge for the job posting? Only your willingness to own the hiring process!

How *Kingdom Candidates* connects you with qualified candidates

We actively pursue candidates based on the needs of churches that utilize our web services. Once a church registers a Silver, Gold, or Supreme profile with *Kingdom Candidates*, we quickly follow up with a phone call to hear about your staffing needs. Then we push into markets and utilize our network of pastors to get out the word about your job. *Kingdom Candidates* keeps a list of pastors who are seeking God's next

step for them and have yet to create candidate profiles. They are waiting to see the perfect job in the right location before they submit an application. We reach out to these candidates about their interest in particular roles, and will even go so far as to make introductions for them if we think they may be a great fit for a particular church.

We empower churches to attract qualified candidates

Your *greatest asset* to finding qualified candidates for your church *is your church*. How well you tell your church's story sets the tone for the type and quantity of candidates who will apply. *At Kingdom Candidates we value your church story*. When you register a *Gold Profile* with us, your church unlocks the ability to create a dynamic and informative church profile. This profile allows you to post photos and link social media profiles, as well as unlocking the following features:

- About Us: A brief summary of who you are.
- Our Story: Your church story and history.
- Videos: Upload live-action clips to portray the work of God in your community.
- Living Appeal: Describe your church's geographic location.

We also include a section where you can post professional articles (i.e. livability.com) about your community's living appeal, and where you can

upload informative position papers so candidates can get a better feel for your church's theological essentials and non-essentials.

We encourage churches to create and attach a *Pastoral Prospectus PDF* for candidates to view and download. A *Pastoral Prospectus PDF* goes into greater detail about your church's Mission, Vision, Strategy, Opportunities for Growth, Church Facilities, Finances, Pastor Profile, Geographic Location, etc. These also communicate to potential applicants that your church is being thoughtful and deliberate about the hiring process.

Streamline qualified applicants—*Your unique URL*

Once you've registered your church profile and posted your job opening, you will receive a unique URL to drive candidates from other job boards and highly trafficked websites to your *Kingdom Candidate* church profile. This enables you to streamline and synchronize the hiring process from beginning to end by driving candidates to one location to apply. Because *Kingdom Candidates'* services are extremely affordable, your church's finances can be allocated to pursue multiple digital avenues (job post boards, highly trafficked blogs/websites, etc.) to spread the word about your amazing job opening. A simple click on a digital ad or a mass-distributed email list which markets your job opening can drive candidates to your Kingdom Candidate job post. For example, if you are

seeking a highly trained executive level pastor (i.e. lead pastor) then market/post where you know those pastors are. Think “thought leadership” regarding the role for which you are hiring—then digitally advertise in those markets. Again, we seek to empower you to find qualified candidates simply and affordably.

Informal and Formal Recommendations *versus* Unsolicited Resumes

Somebody knows somebody, who knows somebody. Research shows that formal and informal recommendations regarding potential job candidates yield greater results than unsolicited resumes. This does not mean you should throw the baby out with the bathwater and neglect to pursue the highest possible number of applicants. You still need to exercise due diligence and utilize services such as ours. However, hit the phones, email friends and pastors that you may not have touched base with in a while, and let everyone in your personal network (and your search committee’s network, your church staff’s network, etc.) know about your church’s job opening.

If a potential candidate who seems like they may be a great fit comes across your path, it doesn’t hurt to hop on a quick phone call for an initial interview and to pique their interest. If they want to move forward, put them through the application process. It’s important that you stick to your process and don’t rush to hire. There is nothing worse for a church

than hiring the first warm body that comes along just because they initially seem like a great fit.

*** You can find and attract qualified candidates. ***

*** Your church can hire on your own. ***

IV

ORGANIZING YOUR TALENT

Organization: noun, or-ga-ni-za-tion \ ,òr-gə-nə-'zā-shən \ to “make arrangements or preparations for an event/activity; to coordinate,” to, “Arrange into a structured whole; order” and “to systematize.”

Consider the Ant—Organizational features that empower

Effective church staffing is the process of making arrangements to systematically hire God’s best. We fundamentally believe in the power of systematic organization and go so far as to assert it is the avenue the Holy Spirit uses to breath upon and bless the hiring process. Organization is the tilling of the soil before the fruit is born. Another way of saying this is that the Holy Spirit is the x-factor and the key ingredient is systematic organization.

A core value of our company is organization. This is ironic, in that it is probably our founder’s weakest attribute (many pastors are in this same boat). It is this “lack” that was a major driving force for the creation of *KingdomCandidates.com*. A brief survey of Scripture reveals individuals such as Joseph and Daniel, who were put in positions of great authority not only because they were spiritual powerhouses; they were also gifted organizers. We have proverbs such as: “Consider the ant, you sluggard;

consider its ways and be wise. (6.6)” Ants are methodical, systematic, and organized in their work. Considering the ant, we have created a digital platform to effectively organize your talent so you can hire in a timely fashion.

In the back end of *Kingdom Candidates*, churches have access to organizational technology—what we call our **Digital HR Assistant**. When candidates apply to a job, they are organized into a list that includes their name, years of ministry experience, contact information, and links to their profile. Churches can view each applicant and organize them into one of three lists: Favorite, Maybe, and Denied. With a quick survey of the uploaded resume, videos, photos, and additional documents on an applicant’s profile, you can see their ministry experience, stage presence, and doctrinal position all in one location. No need to create separate computer folders to contain all the documents for each applicant, or to use HR software that is tailored to the business world. With our Digital HR Assistant, all the information is organized for you from start to finish, and you will know within a matter of minutes whether you have a legitimate prospect for your position.

Getting ahead of the hiring process: *Active database for future hires*

Midsized to large-and-growing churches are often hiring multiple times a year. Understanding this, churches who utilize our services can login

and search our candidate profiles with or without an active job post. Once you begin using our services, we suggest keeping a list of your top talent from previous job posts. If you are an HR specialist for a church, inform your top talent that they are being considered for other roles.

Here is a scenario that might help your future hiring prospects: Having used our services to successfully hire a campus pastor, we recommend you download your list of top applicants for future consideration. If you know that within six months your church will again be hiring a campus pastor, reach out to your list of top applicants from previous job posts. See if they are interested in your new opening—then send them to *www.KingdomCandidates.com* to apply while you reinitiate your hiring process.

*****Your church can organize your talent with ease*****

*****Your church can hire on your own*****

V

PROFILING YOUR CANDIDATES

Your job as the hiring church is to know and communicate *specifically* what you need your future hire to do. Write this clearly in your job posting. A job posting is meant to attract top talent and briefly explain the top 3-5 functions your church would like the candidate to execute in their given role. Once a candidate is hired—or just prior to hiring the candidate—we suggest tailoring the job description to your church’s top 3-5 needs while taking into consideration the person’s gifting and passion as a leader. The reason, stated plainly, is that your job posting and your future hire’s job description—though similar—will not be the same thing.

Say you are hiring a Community Life Organizer who is great at forming small groups. Once you find they are also a gifted speaker, it might be smart to add occasional preaching to their job description. Or you discover your candidate for Children’s Pastor, who will likely be great with kids and recruiting volunteers, is also brilliant at organizing community events because of their combined gifts of administration, woo, and gathering people. Adding 1–2 fundraising or outreach events to their job description will maximize their gifting and actively incorporate them into both your congregation and your community.

COMPETENCE *and* CONSTITUTION...*BOTH MATTER*

Additionally, two things must be evaluated when looking for the right candidate for your church. Assess both your top applicant's competence *and* their constitution.

i. Gauging competence

Competence is a person's ability to perform a task successfully and efficiently. These are the employable skills your applicant possesses. Their resume is a great initial source for this information, but a questionnaire can lend other perspective and bring up additional information. Within the *Kingdom Candidates* website, we have preformatted three questionnaires you can use to delineate candidates' background, leadership ability, ministry experience, and stated theology: Executive/Associate Pastor Division, Family Ministry Division, and Worship Pastor (reach out to us if you would like copies of these).

The questionnaire is the hybrid consulting element to our technology. By utilizing one for each applicant, you can gain greater understanding of your candidates in the following areas:

- Writing Ability
- Leadership Style and Experience
- Intelligence

- Self-awareness
- How They Structure/Argue A Theological Point.

The right questions asked correctly can even help you assess a candidate's emotional intelligence (how well they navigate their own emotions and the emotions of others).

Once an updated job description has been finalized, it should be distributed in an internal document to everyone on the church staff so that the entire team has a clear understanding of what the new hire does *and* does not do. This information is extremely important both for job alignment, and for the long-term health of your entire team.

ii. Gauging constitution

We now turn to consider the importance of an applicant's constitution—the external and internal qualities that make up who they are. Constitution can describe a person's physical fitness, psychological make up, intellectual and emotional intelligence, and moral compass. A church's facilities manager needs the external constitution to lift ladders, wreaths, stage props, and/or drive small construction machinery. Other positions rely more heavily on internal constitution.

Evaluating a person's internal constitution can be exceptionally difficult, thus we have tailored specific questions in the candidate questionnaire to assess these specific qualities, including:

- How are they involved in their local community beyond church (communal engagement/service)?
- How have they failed, and responded to failure?
- Types of churches they gravitate toward.
- What are they most proud of in their life?
- Skills that previous employers have communicated need improvement.
- Major decisions they've made (good and bad) and how they affected people.
- How have they managed paid vs. unpaid staff?
- Ministry-specific questions for specific categories (Lead/Associate Pastor, Family Pastor Division, Worship Pastor).

Applicants' answers to these questions gauge their constitution, self-knowledge, delegation, people approach, and make your hiring process simpler by helping you gain a broader understanding of what your candidate can *do* and *who* your candidate is.

iii. Helping churches gauge Competence *and* Constitution —
www.KingdomCandidates.com

We built our talent management technology with the needs of your local church in mind, understanding that churches like yours need an

incredible amount of information from candidates even to consider hiring them. Our candidate profiles include the following _____:

- **Resume**

- Candidates can upload and post their resume into their *Kingdom Candidates* profile, making it easily viewable and downloadable on the website. Simply by clicking an applicant's "view profile" icon, you'll know within minutes if you have a legitimate candidate.

- **Video**

- To hire teaching pastors or worship leaders, you need to see them perform. Can they hold the interest of a congregation? How is their stage presence? Do they preach with or without notes? Can the applicant lead the congregation in worship, conduct a choir, and manage a stage full of musicians?
- *Kingdom Candidate* applicants have the option to post as many videos as they like in their profile to answer these questions for you. We have also seen some churches get creative, requiring elevator pitches from applicants. If you desire a 1-3 minute personal summary on why your church should hire this person, ask for it. Candidates can easily post a personal introduction on their profile for churches who are interested in hiring them.

- **Pictures**

- We provide the option for applicants to post a headshot and any other type of photo they want. Most applicants post pictures of themselves in active ministry or with their family. These images can communicate a lot about each person and bring a delightful visual component to their profile.

- **Personal Story**

- We have created a “My Story” tab within each profile where candidates can share their personal story. Some candidates tell how they came to knowledge of Christ. Most tell their salvation story in brief and then move on to talk about their ministry experience, hopes, and dreams for their family and career. This is where applicants begin to show they are more than a resume and their life is a meaningful story with purpose.

- **Documents**

- We provide sections for applicants to list their *Spiritual Gifts* and *Strengths*. These lists excite us, because they give greater insight into the candidate and provide a launchpad for dialogue as you move forward into the interview process. We also allow candidates to upload as many *Personality Assessments* as they have taken and are willing to share, which can include the Myers-Briggs Type Indicator, Church

Planter Profile, DISC Assessment, Insights Discovery Profile, Leading From Your Strengths—Ministry Insights, and StrengthsFinder results, among others.

- **Questionnaire**

- Using one of our three pre-built questionnaires, each applicant can choose to complete the one that is specifically tailored to their ministry emphasis. To review details regarding the candidate questionnaire, return to sections “i.” and “ii.” above.

You can understand applicant’s competence *and* constitution

Your church can hire on its own

VI

READINESS TO HIRE

Assessment: culture / mission / vision / values / strategy

Too many churches jump into the hiring process prior to assessing who they are *and* how their candidate will fit into that. What are you inviting a new hire into, and how do you anticipate your new staff member will affect or change the situation? We recommend every church re-visit their mission, vision, and values with every pastoral hire. Included in this assessment should be a cultural analysis of staff, leadership, and the church as a whole. Two books that we recommend for this purpose are: *Cracking Your Church's Culture Code* by Samuel Chand, and *Church Unique* by Will Mancini.

If your church leadership is hesitant to tackle these issues on your own and desires outside help, we recommend hiring consultants that focus on “church health.” While we recognize staffing consultants can (and do) work wonderfully with churches to discover or refine their mission, vision, and values; their primary focus is still on a church’s future hire. Church health consultants help your churches get back on track, shape a healthy church culture, and prayerfully discover your identity, mission, vision, and strategy. By assessing these qualities, you can discern where

God is about to begin an exceptional movement. Then you will discover that exceptional movements attract exceptional talent.

Alignment: job role & church direction

Once you have completed the life-giving work of assessment, you will need to determine how your open staff position aligns with the strategy to accomplish your vision. This should be reflected in the posted job description—clearly defining what you want your candidate to do *and* how it fits into your church’s vision. Even if you anticipate a change in your church’s vision immediately after filling this position, we suggest you develop a preliminary vision that projects a minimum of 1-2 years into the future. While pastors are called to embody the culture of a church, it is best they not shift its vision until they have spent adequate time with their new congregation to discover what that culture actually entails.

Last, be flexible with your job description. Every pastor is uniquely anointed by God to perform specific tasks in a visible position. This visibility has significant influence on a church’s culture and consequently on the execution of its vision. Keeping this in mind, we suggest writing a job description that is tailored to the talents, abilities, and personality of your new pastor.

Onboarding process

Very few churches think about the onboarding process of a new pastor. They do all the work necessary to hire someone, yet fail to consider how to ensure their success once they arrive. This is dangerous ground. The unspoken expectation is that your candidate will be superman—the savior that saves a flailing ministry *or* the golden knight that starts a new ministry initiative all on their own.

A well-thought-out plan is key to the future success of your new pastor, regarding integration into the church and your local community. Do this *before* your new hire arrives. This onboarding process must also include your pastor's spouse and kids. Determine who will specifically assist or mentor your new hire over the coming weeks and months.

As they sink their hands into your church's fertile soil, your new leader will discover life-giving nutrients as well as age-old landmines. It is essential to have an individual or team in place to walk with them as they discover new things about your church. This is especially the case for new hires who are launching an entirely new ministry initiative. Jesus purposely sent his disciples out in pairs, even asking the Apostles to wait as a collective in anticipation of His Holy Spirit that they might establish His church *together* (Acts 1). True ministry is initiated by the Holy Spirit, and carried out by the Body of believers. By putting a team in place to

execute ministry initiatives with your new leader, you give them the resources they need in order to accomplish the work of the ministry.

Moving can also be hard on a family. Which families in your church can intentionally come alongside your new hire and their spouse and children in the weeks and months to come? How can you introduce them to your local community (i.e. fairs, sporting events, festivals, etc.)? Define your local community's exceptional traits and then invite the family to accompany you to these events.

Our founder, Jared Little, was once hired as a pastor in Montana. Being one month prior to Thanksgiving, he told his wife that their family needed to break from their tradition of spending Thanksgiving in Los Angeles and instead spend it with any congregants who would invite them over. But nobody invited the Littles to Thanksgiving. Instead, the Littles returned to Los Angeles for the holiday because they didn't want to intrude on anyone else's traditions. The point? Don't assume anything about your new pastor's friendship base in their new community. Be intentional in everything.

Finally, manage the expectations of your congregation regarding your new pastor's spouse. Ideally, the congregation should expect nothing from them other than to love Jesus and pursue their passions for Christ's Kingdom. Success is not an accident. You must have a plan for how you will onboard all members of the family.

After you've strategized onboarding your candidate and their family, develop a system for onboarding your church. What are your expectations of the congregation, and what is their role in ensuring a successful transition? Whenever you hire a new staff member, the entire congregation needs to adjust to the changes. Recognize that not everyone will be happy with your new pastor. Define and implement systems that will successfully empower your people to manage their thoughts and emotions, navigate change, and continue to do the work of the ministry.

Kingdom Candidates: helping your church gauge readiness to hire

Within www.KingdomCandidates.com we've pre-built a questionnaire to help your church give language to who you are, where you are going, and the role you anticipate your future hire will play in helping you get there. The questionnaire is built into each Gold and Supreme church profile (we call it the *Private Church Profile—PCP*), and is only visible to select candidates of your choice. The questions ask you to describe your denomination and affiliations, as well as to write out your mission, vision, and values. We also ask you to realistically assess how well your staff and church embody each of these. This requires a fair amount of honesty and transparency between your church and the candidate.

We prompt you to think about your future hire and their role. Do you expect them to write their own mission, vision, and strategy in alignment with the broader church's position? How are they expected to lead others—congregation, volunteers, and staff? Who do they report to?

How do you define success for this candidate? This question is important to your church because, all too often, what gets a new hire into trouble is not their own expectations; it's the unspoken expectations held by the church (and typically when it's already too late). Your new hire may think 15% of their time is appropriate for contact work whilst your church leadership may think 40% of their time is quantitatively enough. Clearly, this can be a problem.

We also ask you to reflect on your church culture and then give language to it. What is your church's communication style? Are you staffed with strategic thinkers or high thrust leaders that shoot first and aim later? How do you foresee your candidate working with other ministry leaders? What percentage of their time should be left open for interruptions?

Last and most important is defining self-care. Do you expect the candidate to do self-care? How will you hold them accountable? Is it part of their job description? In short, we help your church make sure you are thoughtful about the hiring process and thus ready to hire.

If you'd like information on our church questionnaire or answers to any other questions, email us: info@kingdomcandidates.com.

Your church can be ready to hire

Your church can hire on your own