

**SERVICE BRIEF**

# Guided Search Services

The only service focused exclusively on the Churches of Christ!

**What is a Guided Search?**

*In a Guided Search we come alongside your search committee to implement The Minister Hiring Process and lead the recruiting efforts to develop a deeper, more qualified candidate pool.*

Think of us as an “Executive Search” service for ministers within the Churches of Christ. Search firms have traditionally brought three primary services to the table:

1. A structured and well-proven process,
2. A deep understanding of the job market and
3. A breadth of knowledge about and relationships with potential candidates.

Minister Match is fulfilling these three roles for the church through our Guided Search service.

**Partners With Your Search Committee**

*We don't replace your Search Committee, we enable and empower them to be more effective.*

A Guided Search does not take the place of your own internal Search Committee - we work in partnership with them. In a Guided Search, Minister Match comes alongside of your Search Committee as a consultant, facilitator and recruiter to help you execute The Minister Hiring Process.

The ultimate candidate evaluation and hiring decisions rest solely with your Search Committee, Elders, and congregation. A Guided Search just increases the odds that your decision leads to a long-term hire that will bless both the congregation and the minister for years to come.

**Better Candidates**

*We know the market and can find the candidates that are missed by most Search Committees.*

Great Candidate Pools are built through a combination of advertising, peer-to-peer networking, and outright recruiting. The reality is that the best candidates are not actively looking for a job but might apply if asked.

We leverage our knowledge of the market, our database of contacts and the resources of our team to find your candidates. The result is a stronger, better qualified Candidate Pool than what most Committees can build on their own.

**Better Results**

*A Guided Search results in longer minister tenures, more stable congregations, and ultimately more souls being saved.*

Our highly interactive selection process lets both the Committee and the candidate get to know each other on a deeper and more personal level. Both parties enter into the relationship knowing that they have found a long term match.



**FEATURES**

- Dedicated Search Manager working directly with your Committee
- Owner engagement on every search
- Training for the Search Committee Chair on how to lead the process
- Training for the Committee on The Minister Hiring Process
- Focused candidate recruiting program customized to the needs of your congregation

**BENEFITS**

- Training on The Minister Hiring Process from the people who created it
- Leverage our knowledge of the current job market in the Church
- The inclusion of top candidates who must be recruited to the position
- A larger and better qualified pool of candidates to choose from
- Better hiring decisions due to a better selection process
- Reduced administrative load on your Committee Chair and Office Staff
- Candidate management
- Perfect for congregations of at least 250 members!

**Free Consultations - (931) 881-3930**