

ADDING MEMBERS TO YOUR TEAM

A Pastor's Guide to Hiring Ministry Staff

Dr. Chuck Hill
SCAG Exec. Secretary-Treasurer
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DISCUSSION NOTES:

As your ministry grows, you'll eventually reach the point where you can't do it alone. Hiring a new staff member is more than just filling a position; it's a sacred process of stewarding God's mission. Below you'll find a clear, prayerful roadmap for adding the right people to your team, enabling you to lead with greater strength, effectiveness, and unity.

1. Begin with Prayer

Start by seeking God before you ever scan a résumé. Pray for wisdom, clarity, and His direction in every step. (Luke 6:12-13; 1 Samuel 16)

2. Know Yourself

Before hiring, take inventory of your own strengths and weaknesses. Staff to your weaknesses, not your preferences. (Jim Collins: *"First Who, Then What"*)

3. Discern the Needs

Identify the true gaps in your ministry—hire to strengthen those key areas, not just to add "more hands."

4. Prepare the Church

Communicate the vision early. Engage your leaders, work within your polity (church structure), and demonstrate personal faithfulness in ministry.

5. Find the Right Person

Look for doctrinal, philosophical, and cultural alignment—not just gifting. Vet candidates thoroughly by checking references, background, and asking deep questions.

Helpful Questions for References:

- Is this candidate a person of integrity?
- How do they handle conflict and feedback?
- We're they a team player?
- How did they handle busy ministry seasons?
- Are they spiritually and emotionally mature?
- Would you hire them again?

6. Take Your Time

Don't rush the process. Hiring the wrong person out of desperation can hurt the team more than waiting for the right one. (Carey Nieuwhof: *"If you're not sure about a candidate, you're sure."*)

7. Stay in Step with the Spirit

Remember that hiring is about building the Body of Christ—not just building your staff. (Ephesians 4:11-12)