

4. Vetting Process



INTRO: Vetting is the final step, where you and the stakeholders prayerfully try to discern the right hire for your church.

There are three key elements of a good vetting process:

- 1. Involve Stakeholders:** This bears repeating at every stage of hiring. Involving others helps bring diverse perspectives and values to the discussion. It's also important for stakeholders to feel like they've been heard; resulting in them being more likely to support the decision.
- 2. Interview Layers:** It's important to collect a variety of data points to evaluate candidates. (*i.e. How do they handle themselves in a group setting?*) Behavioral-based interviews are helpful. The best indicator of future behavior is past behavior.
- 3. References:** Candidates choose references who will give a favorable report. When speaking with references, ask questions to get past the praise, and discern possible weaknesses or short-comings. Let the references share glowing reviews; but be sure to ask open ended questions that lead to disclosure (*i.e. Where do you think the candidate will struggle?*). Avoid yes or no questions.

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At this point you've completed the interviews, and made your notes, and gotten feedback from strangers. Now you need to choose. Some things for you and your team to consider while deciding are:

- 1. Character:** Character trumps everything. When choosing between candidates who are equally qualified; know that character is the greater asset.
- 2. Competency:** Consider comparing their work experience with their application of that knowledge. Do they bring wisdom along with a skill?
- 3. Chemistry:** Choose a candidate who will mesh well with existing staff. The candidate, while bringing new skills, perspective, or culture, must also integrate with the existing stakeholders.
- 4. Conflict:** Conflict is inevitable. Find someone who can give and receive constructive criticism with a good measure of grace or humility. A candidate who is more apt to listen well while being reasonable and objective can leverage conflict and use it grow.

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