How to Get Hired at a Large Church

David Fletcher, XP

Brian Tryhus, Assistant Minister

Northwest Bible Church, Dallas

Getting Started ...
Issues within the Topic

- Why focus on a large church?
- Bigger is not better, just different
- Bigger is not worse, just different

Few Get Interviews …

"If getting several staff members, elders, and DTS theology professors to write recommendations plus 10 years of experience can't even get you an interview, I would be curious to see what WOULD get that interview… say, at a church like Northwest Bible!"

note to David Fletcher by a
grad in a large church who heard of this workshop

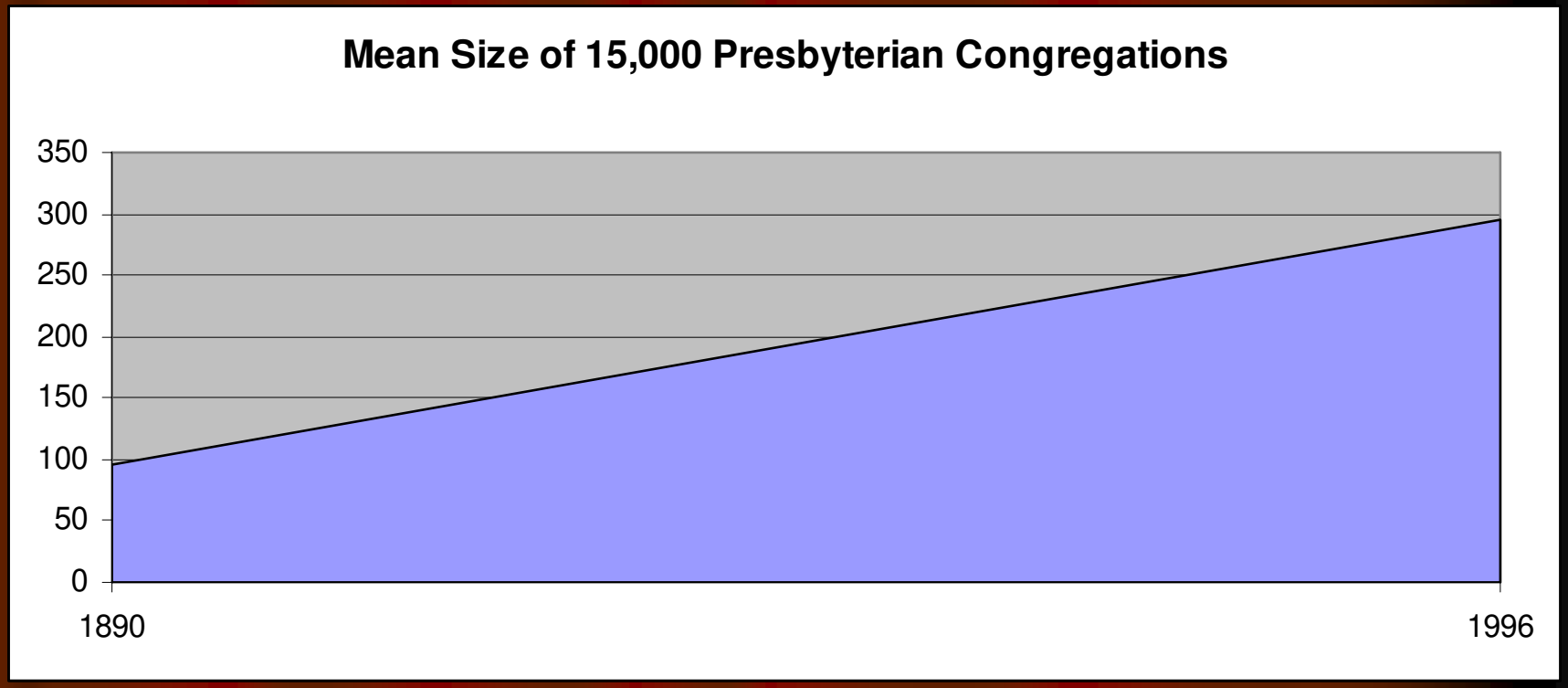
From the Student's Perspective

- "Hey, I want a job!"
- "Do you guys at large churches have a chip on your shoulder?"
- "Are you numbers driven?"
- "Tell me about the ministry there …"

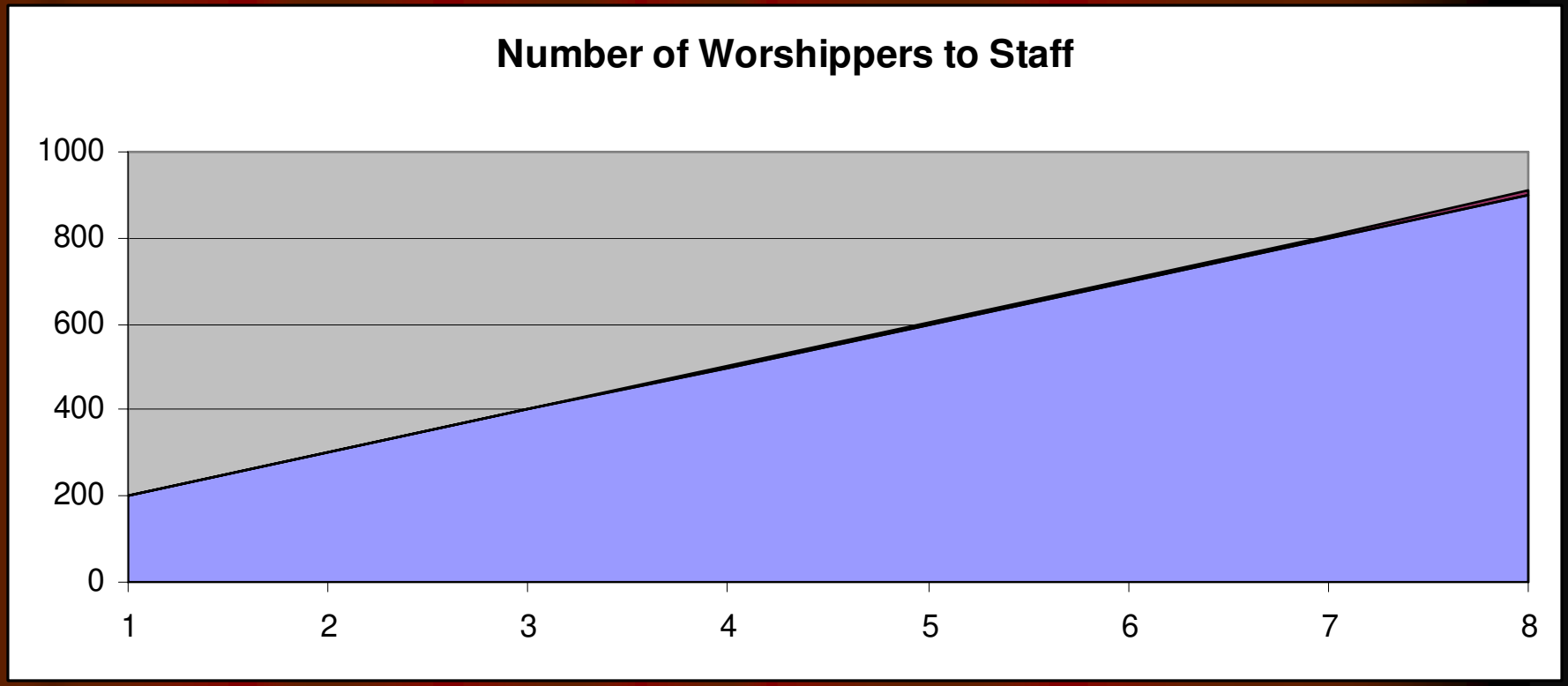
Why is a Large Church Different?

- Often harder to get your foot in the door
- Often want tons of experience
- Sometimes pay more and so have more people submitting resumes
- Often less willing to take recent graduates
- Often highly focused positions

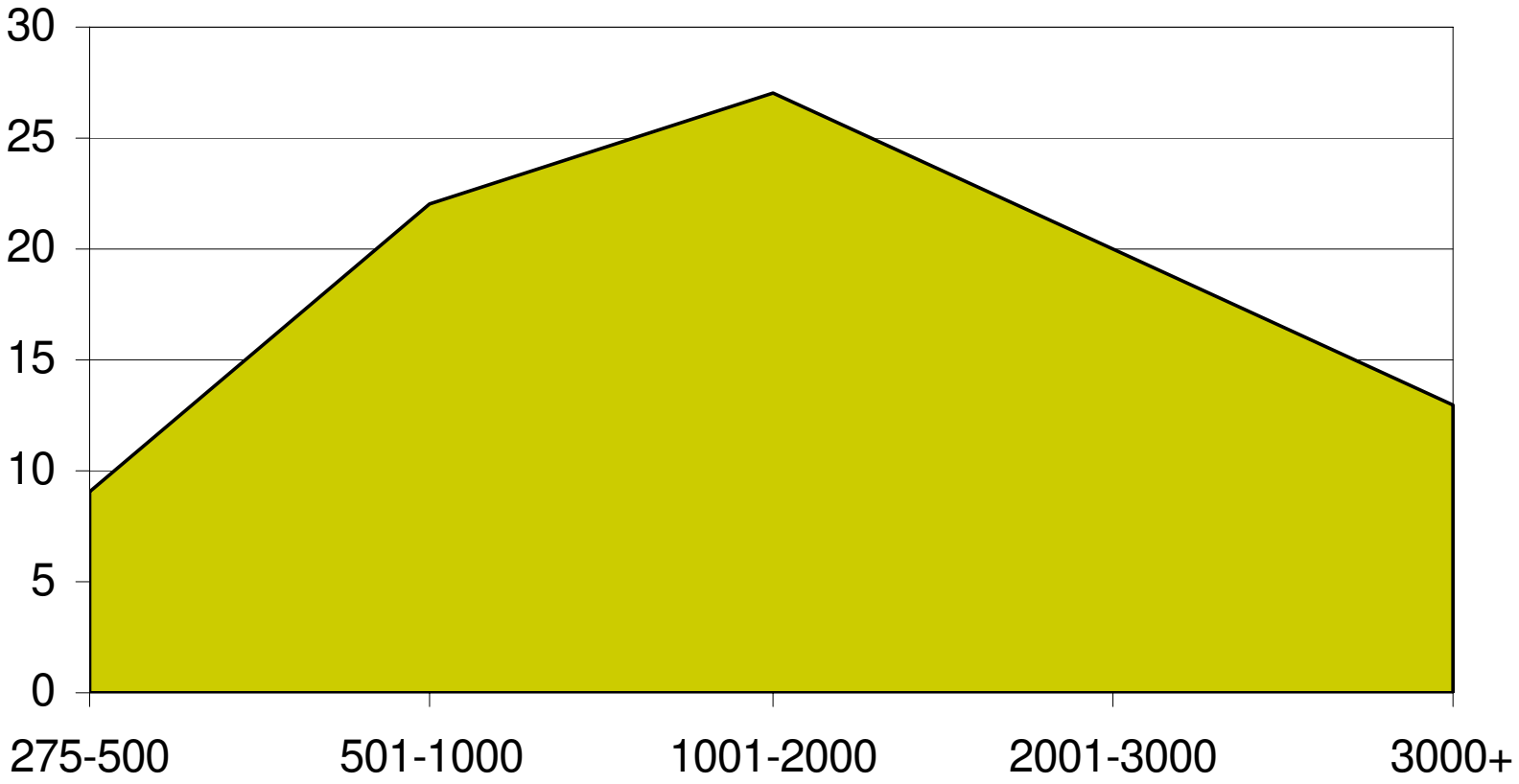
Schaller's Chart of Church Growth



Schaller on Quantity of Staff



XP-Seminar Example
Church Size of 110 Attendees



Problems of Large Churches

I went to a seminar by a guy who has seven or eight thousand in his church. One of the pastors stood up and asked him, 'How do you call on people?' 'I don't call.' 'How many funerals do you do?' 'I don't' 'How many marriages, baptisms—?' He said, almost impatiently, 'I study and preach. That's what I do. I study eight hours a day and preach the Word.' I couldn't understand how this worked. It just sounded too cut and dried, so I asked him, 'How do you get things going?' He said, 'I don't. I pray and ask God to motivate other people to get things going. I don't start anything. I just preach.' I don't know how he can do it. I wanted to ask him, but I didn't get the time. People visit big churches and they can get lost if they want to. If they visit my little congregation two or three times, we smell fresh blood.

Ulstein, Stefan. *Pastors Off the Record*

Number of Megachurches

Area	*Population (p)*	*Number of Megachurches*	*Megachurch Worshippers (w)*	*Density (p:w)*
United States	281,421,906	723	2,309,493	122:1
California	33,871,648	111	473,012	72:1
Texas	20,851,820	107	312,141	67:1
Dallas/Ft. Worth	4,632,849	53	135,232	34:1
City of Dallas	1,188,580	22	58,754	20:1
City of Los Angeles	3,692,820	16	93,654	39:1

More Information

- See "A Few Thoughts on Dallas, *The New Capital of Evangelicalism*"

  www.xpastor.org/learning/articles/xparticles.htm

Fletcher's definitions of "large"

- 1200-1400 in worship
- The "problems" are beyond direct control of leadership and must be delegated
- Relationships only come through small groups—I don't even assume to know everyone anymore

Brian's Hiring Experience

- Desire to serve
- Flexible about where that would be
- Willing to take a risk, something he had never done before

David's Initial Problem in Hiring Brian

- David didn't see the passion that others observed
- His age was not an issue
- Brian had volunteered for 6 months
  - 3 hours every Sunday morning
  - 2 hours every Sunday night
  - 1 hour each week with Rodney Lara
  - Lunch meetings with Rodney at DTS

NBC Values

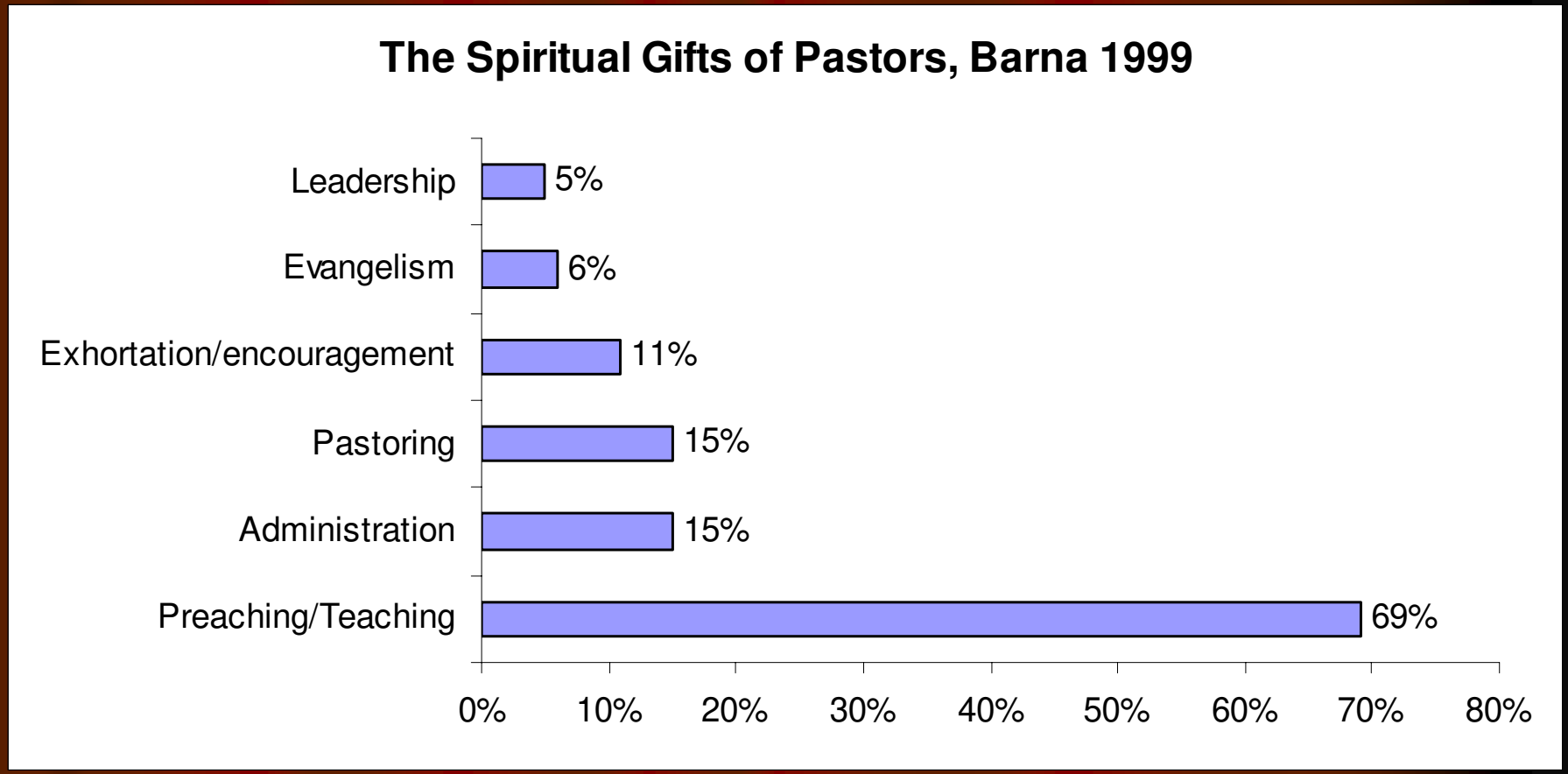
- Some personal knowledge
- Dedication
- Faithfulness in ministry
- We accept a “less than full toolbox”
- Talent and giftedness
- “Hiring is an educated risk”

What You Can Do

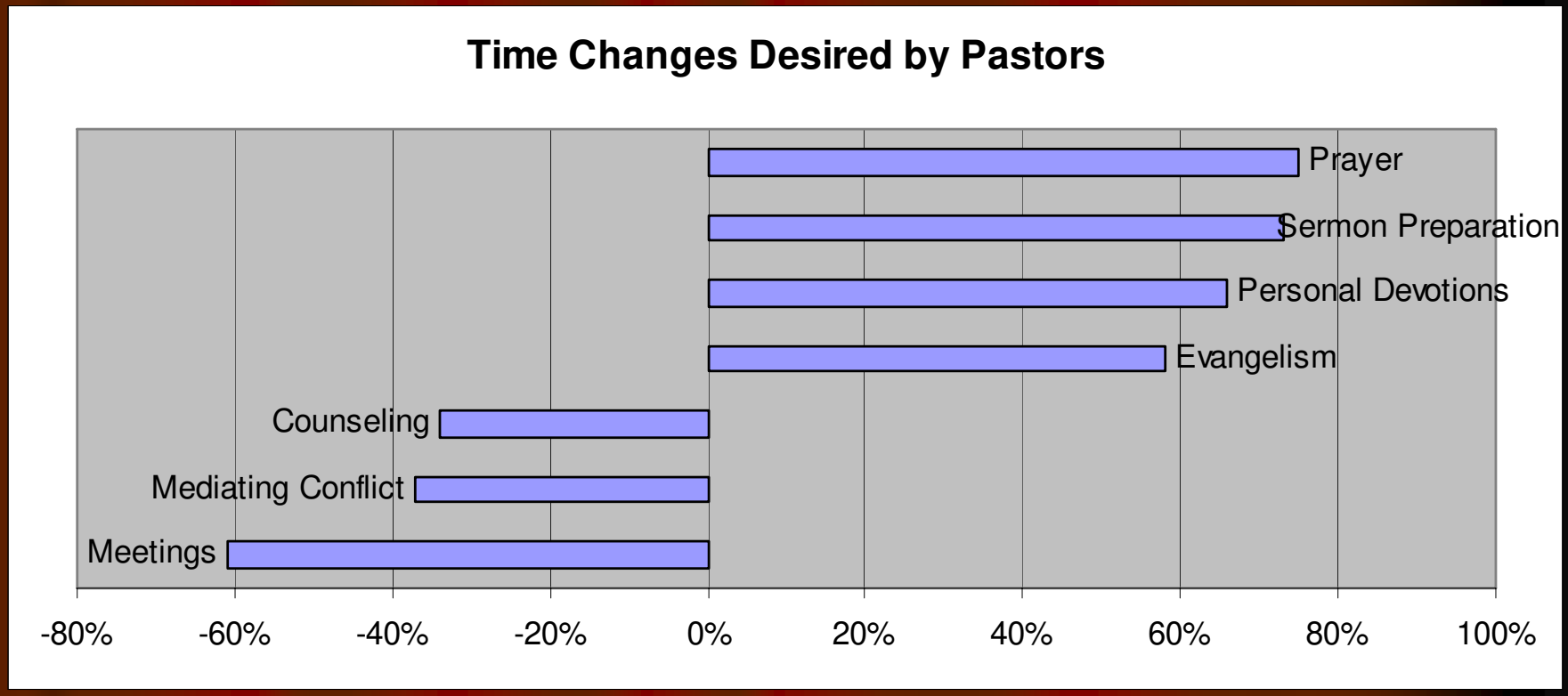
- Be faithful in a ministry
  - It is harder to get in the door if you serve 2 years here, 2 years there, 2 years over yonder
- Have an impacting resume
- Get personal issues attended to in counseling

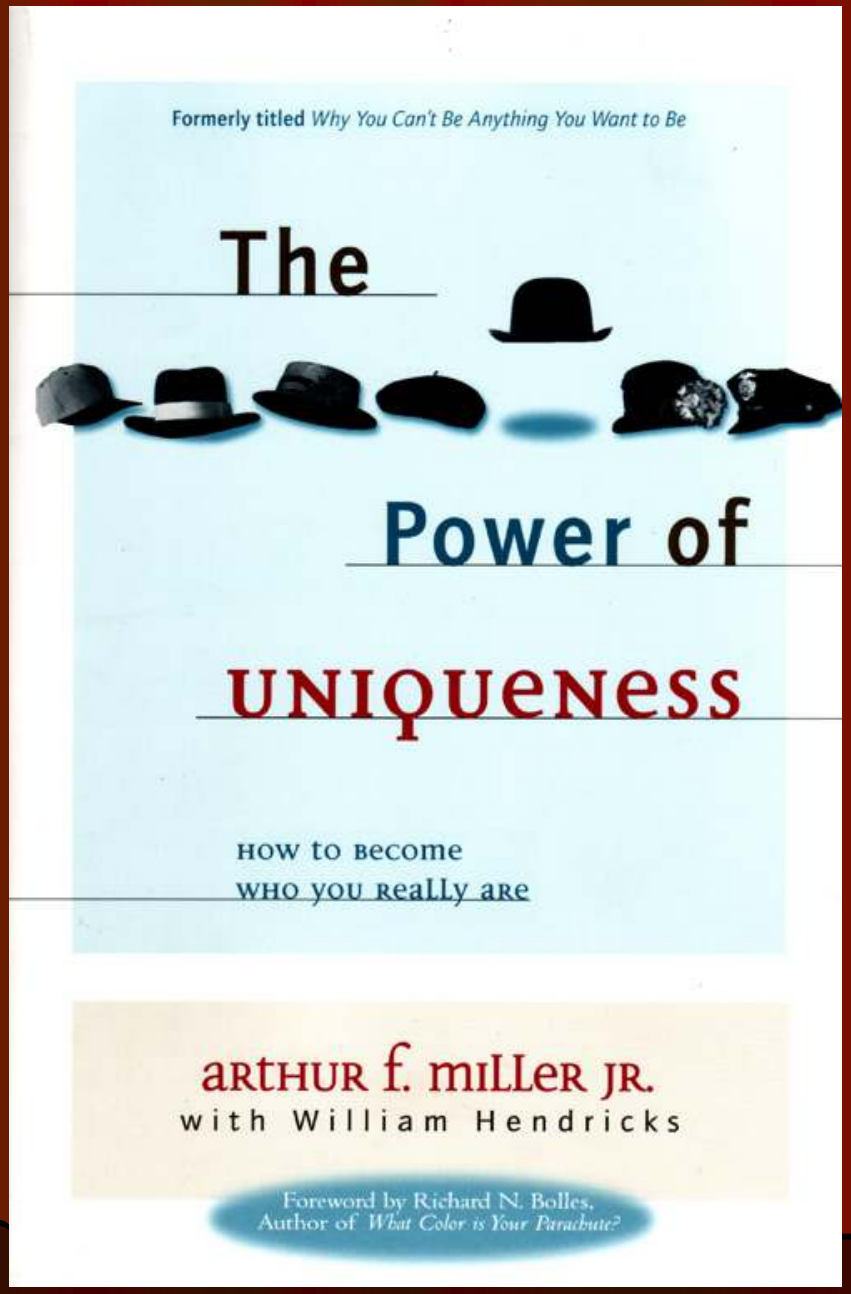
What You Can Do

- Know your gifts and abilities
  - What are you good at
  - DISC? Myers-Briggs?
  - Power of Uniqueness (MAP)
  - Individual Operation System (Ralph Matson)
  - LEAD

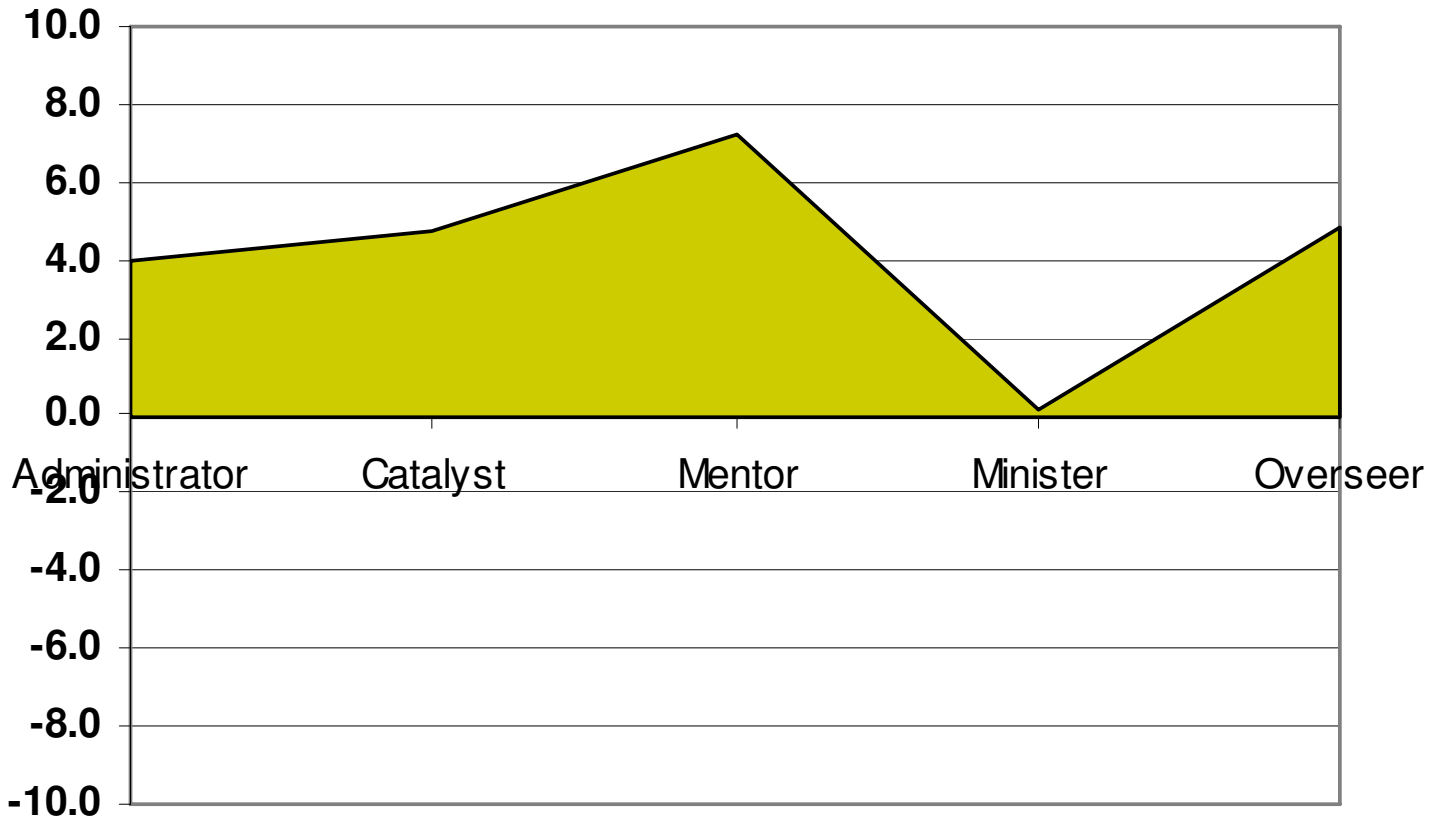

The Spiritual Gifts of Pastors, Barna 1999
Leadership
5%
Evangelism
6%
Exhortation/encouragement
11%
Pastoring
15%
Administration
15%
Preaching/Teaching
69%
0%
10%
20%
30%
40%
50%
60%
70%
80%

Your Church magazine survey




Formerly titled Why You Can't Be Anything You Want to Be
The
Power of
UNIQUENESS
HOW TO BECOME
WHO YOU REALLY ARE
ARTHUR F. MILLER JR.
with William Hendricks
Foreword by Richard N. Bolles,
Author of What Color is Your Parachute?

Take Other Appropriate Indicators such as the Executive Pastor Indicator (XP-I)



What you can't do

- Don't become an expert on your weaknesses.
  - If you are not gifted at sprinting, why are you training to be a sprinter?
- In your weaknesses, strive for average!
  - Average is perfectly acceptable
  - Find others to complement your weaknesses
  - Hone your strengths
- Don't blame God for failing to get a church

Resumes for the Large Church

- Get my attention! Page 1
  - Values: what can you do for the church
  - Churches hire for *specific* positions
  - Education
  - Personal connection
- Keep my attraction/interest! Page 2
  - Paid and volunteer ministry experience

Resumes

- Page 3—Other items (omit?)
- Page 4—References

- Photos can be helpful for ministry resumes
- E-mail is preferred for some churches
- Use Word and Adobe Reader

E-mail

- Have a sane e-mail address
- How does it look when a guy is applying for the Minister of Singles and his e-mail address is
  - onehotguy@armani.com
  - Snazzydresser@armani.org

(the names have been changed to protect the guilty!)

How to get your feelings hurt

- Expect an interview
- Expect a phone call
- Expect for every church to respond to you
  - The truth is that some churches rarely conduct staff searches and are unprofessional
  - Some Search Committees get bogged down with hundreds of resumes

Work your contacts

- Friends
- Current ministry colleagues
- Home church
- Seminary professors
- Seminary alumni placement
- Web boards
- Denominational resources

David's Procedures

- Hiring process is laid out on the web site.
- Everybody gets a return e-mail with 24 hours noting the receipt of the resume
- A reasonable amount of time is given that the church will process the resume and give a red light or green light (10 days)
- Few are interviewed
- One is hired!