



## **MAKING AN INITIAL STAFF APPOINTMENT**

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Making an initial staff appointment in a church is a difficult process fraught with pitfalls. It's not a process that can be rushed. Two almost contradictory beliefs need to be avoided.

- i. The belief that somewhere out there is a superstar youth worker who will fulfil all the church's hopes and solve all the youth ministry problems.
- ii. The belief that having someone is better than having no one.

In the process of making an appointment there is one key principle that must be followed at all times. Christ is the head of His church – He is leading and our role is to discern His leading and look to follow. Look for evidence of Him at work as you go through the process of making an appointment.

### **FOURTEEN QUESTIONS**

1. What would you offer as evidence that employing someone is not just a good idea but a God idea?
2. Does the leadership of the church support an appointment?
3. Does the wider church support an appointment?
4. What documentation around the appointment has been developed?
5. Who has had a say in developing documentation?
6. What are the ministry's purposes, values goals?
7. What support and accountability structures will you provide?
8. What hours are expected to be worked?
9. What is the job description?
10. What results are expected?
11. How will the position be funded – what avenues have you looked at?
12. What youth work is currently happening in the community?
13. What community organisations have been consulted? (School, council?)
14. What other organisations have been consulted?

### **CONTACT**

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