

# WHY CHURCHES NEED BETTER SEARCHES

## A PARABLE BASED ON A TRUE STORY

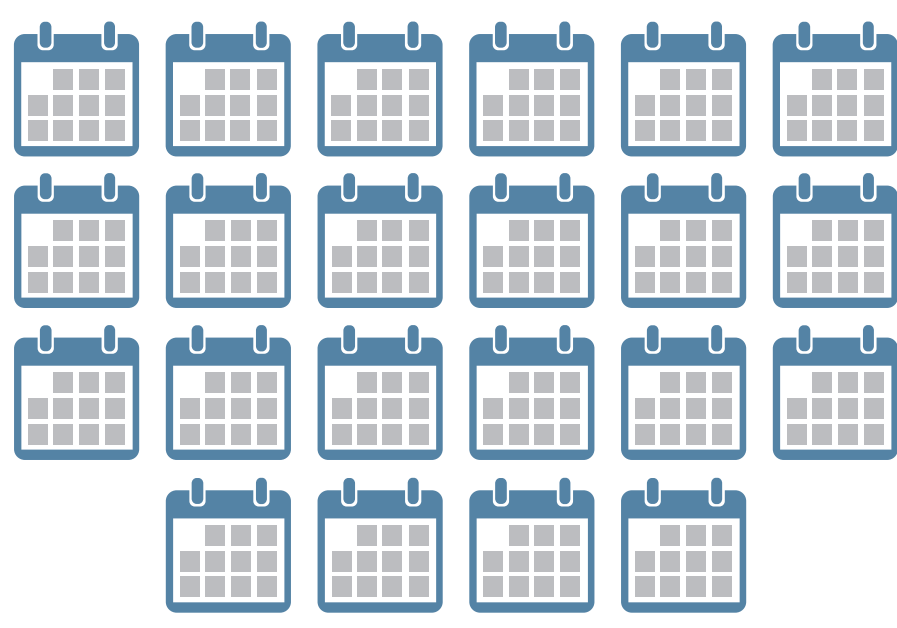
All was well at the First Congregational Church of Metropolis. The already large church was getting even bigger. The congregation felt loved and cared for. The Pastor had given tremendous leadership, inspiring the people to follow a vision, give their time away, and contribute financially at record levels. A new nationally renowned facility had just been built and paid for. Bright days were ahead. Then out of the blue one Sunday, a funny thing happened.



THE PASTOR ANNOUNCED HE WAS LEAVING FOR ANOTHER CHURCH.

After the shock wore off, the congregation was faced with the task of replacing their beloved minister. People were heard saying, "This won't take long. Everyone knows us." "Our reputation is outstanding." "We have a big church with a brand new facility." "We have talented people on our search committee who will be able to find a minister quickly." "We pay well." "Folks will line up out the door to apply."

### 22 MONTHS LATER



...THE CHURCH HAD A NEW PASTOR.

The same year that the pastor of FCC resigned, a major university's football coach stepped down for another coaching spot at a rival school. His post was filled 30 days later. Also during that year, Coca-Cola's CEO retired. He was replaced in two months.

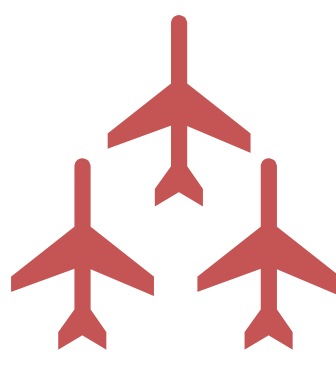
### THAT SAME YEAR



During that 22-month lapse, the search committee met over 100 times. They spent nearly \$100,000 in costs for their search. The eleven of them took lots of time away from family, flying all over the country, with an aggregate of almost 100,000 miles, 100 hotel nights, and way too many sermon samples of candidates. Committee members dropped all other volunteer projects for this all-important task. Nearly every one of them took a break from serving the church after they found a pastor, citing fatigue from working on the search process.



\$100,000 COST



100,000 MILES

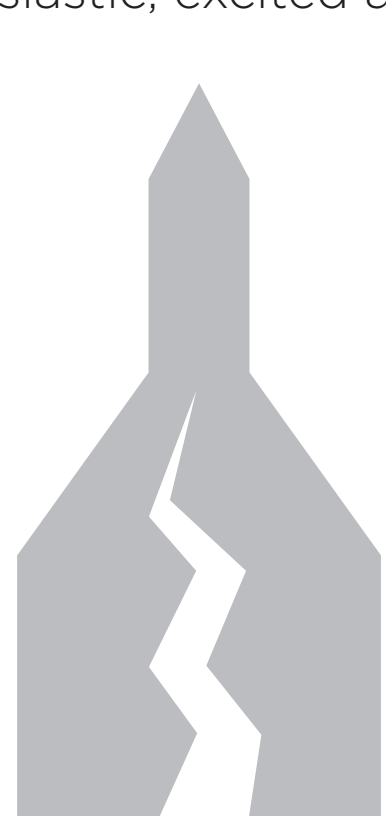


100 MEETINGS

During that 22-month lapse, the church lost momentum. Giving fell markedly. Worship attendance leaked downward. Young families that were newer to the church drifted off and to other congregations. Ministry initiatives were put on hold until the new pastor was found. Vacant staff positions remained unfilled, as candidates wanted to wait for the Senior Pastor post to be filled before signing on.

GIVING FELL MARKEDLY, ATTENDANCE LEAKED DOWNWARD, YOUNG FAMILIES DRIFTED AWAY

Once the new Pastor of FCC arrived, things went well for a while. Folks were enthusiastic, excited about the church again, and a lot of lost ground was regained.



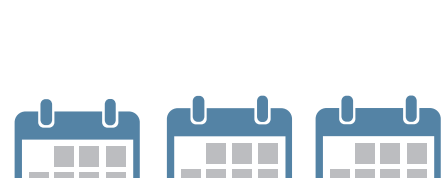
THE CHURCH STARTED GROWING AGAIN, BUT A PORTION OF THE CONGREGATION NEVER QUITE FIT WITH THE NEW PASTOR.

CONFLICT GREW ALONGSIDE THE GROWTH OF THE CHURCH.

Only five years after his arrival, the pastor left under duress. FCC Metropolis is now nearly two years into another search, with no end in sight. Four of the last nine years of the church's history have been spent searching for a senior leader.

## THERE HAS TO BE A BETTER WAY.

A BETTER WAY TO SPEND GOD'S MONEY.



A BETTER WAY TO STEWARD VOLUNTEER HOURS.

A BETTER WAY TO FIND A MATCH FOR A CHURCH.



WE FOUNDED OUR COMPANY BASED ON THE BELIEF IN A BETTER WAY.



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