COACHING KIDMIN SEARCH CONSULTANT

Finding the right pastor or ministry leader is about more than reviewing résumés—it's about finding the right **calling, character, chemistry, competency, and culture fit** for your church.

Coaching KidMin Pastoral Search Consulting partners with churches throughout the hiring process to help identify, evaluate, and select high-quality candidates for roles such as:

- Children's Pastor / Director
- Family Pastor
- Next Gen Pastor
- Youth Pastor
- Campus Pastor
- Executive Pastor
- Other ministry leadership positions

SERVICES CAN INCLUDE

Position & Ministry Assessment
We meet with church leadership to understand your church's vision, culture, ministry needs, expectations, challenges, and the type of leader who will thrive in your environment.

Job Description Development
Creation or refinement of a clear, compelling job description designed to attract the right candidates.

Candidate Search & Recruiting
Assistance identifying and recruiting potential candidates through ministry networks, referrals, job boards, and direct outreach.

Candidate Screening
Initial résumé review, ministry experience evaluation, introductory interviews, and assessment of potential fit.

Interview Coaching & Strategy
Development of interview questions, interview processes, evaluation tools, and guidance for your search team.

Finalist Evaluation
Deeper evaluation of finalists based on leadership ability, ministry philosophy, experience, communication, culture fit, and alignment with your church's vision.

Hiring & Transition Support
Guidance through final interviews, offer discussions, onboarding, and the new leader's first 30–90 days.

SAMPLE FEE STRUCTURE

SEARCH CONSULTING — $1,000 - $1,500

Best for churches conducting their own search but wanting professional guidance.

Includes ministry assessment, job description review, recruiting strategy, interview process development, and candidate evaluation assistance.

ASSISTED SEARCH — $1,500 - $2,500

We work alongside your church throughout the search.

Includes consulting plus candidate sourcing, résumé screening, initial candidate interviews, and presentation of recommended candidates.

FULL-SERVICE PASTORAL SEARCH — $2,500 - $5,000 (plus travel)

Coaching KidMin manages the search process from beginning to finalist selection.

This includes an onsite assessment of the ministry to evaluate the ministry culture and needs and to align those with the right candidate. Includes position development, candidate recruiting, screening, interviews, candidate recommendations, search-team guidance, and transition consultation.

CUSTOM OPTIONS

Every church is different. **Coaching KidMin will work with churches to develop a search package that fits the ministry's needs and budget.**

Travel or significant out-of-pocket recruiting expenses, when required, may be billed separately with church approval.

OUR GOAL

We don't want to simply help your church **fill a position**.

We want to help you find a leader who can **embrace your vision, build healthy teams, shepherd families, develop leaders, and make a lasting Kingdom impact.**