

CML Search Overview



CML SEARCH offers a complete solution for finding your next children's or family ministry leader.

What's included?

- Creation of "Position Profile" (via extended interview with appropriate leaders from your church) used for informing possible candidates of the community, the church and the children's ministry represented by the opportunity.
- Identification & initial interviews of candidates, including, but not limited to, searching through:
 - **CML SEARCH** database of resumes, as well as other accessible databases;
 - Contact via our extensive nationwide children's & family ministry network;
 - Creation of new networks relative to your church (denominational, regional, etc.);
 - On-going publication of position via various online avenues, conferences, etc.
- Initial screening of all applicants to determine qualifications and fit.
- In-depth screening of qualified candidates, to include:
 - Complete assessment package for each finalist candidate, including the **CML SEARCH** Children's & Family Ministry Leadership Questionnaire
 - In-depth interview regarding children's ministry leadership experience & abilities, and match with this opportunity, resulting in the **CML SEARCH** *Children's & Family Ministry Leadership Profile* for finalist candidates;
 - DISC assessment;
 - Facilitation of your churches application process in conjunction with the use of our own professional candidate tracking system (see ApplicantStack.com).
- Presentation of recommended candidates for review (usually 4-6 initially), from which "finalists" will be selected to continue the process. Search for new candidates will continue and additional candidates will be presented throughout process.
- Assistance with your churches interview process, as requested.
- Assistance with hiring and/or relocation process, as requested.
- Additional assistance throughout process, as requested and agreed upon.

Why CML SEARCH?

- *Sole Focus on Children's & Family Ministry Positions Drawn from A National Network*
 - We don't do searches for any other area of ministry (and we are the *only* firm with this focus);
 - Our network is based on Greg Baird's 25+ years serving in children's & family ministry, including:
 - Service in high profile churches (such as under the leadership of John Maxwell);
 - Speaking nationally (for Group Publishing and at dozens of conferences);
 - Writing for national magazines (numerous articles in Children's Ministry Magazine, K! Magazine, Outreach Magazine & more), and at Pastors.com & ChurchLeaders.com;
 - Proactive network building with national leaders in Children's & Family Ministry.
- *Savings of Time, Resources & Frustration*
 - We're confident you'll save money by investing your resources in **CML SEARCH**;
 - You won't have to:
 - do any of the administration involved in promoting the opportunity;
 - create your own network;
 - do initial screening and assessments or process dozens of unqualified candidates.
- *Non-exclusive Agreement*
 - This means that, while we are very confident we can find your next leader, not every candidate is required to come through us (we know you have other sources and should be able to use them!)
 - Should you find a candidate via another avenue (your network, within the church, referral, etc.) we will waive the contingency fee. However, we will still process the candidate as if we found them!
- *Optional on-site visit*

- While an on-site visit is ideal prior to the start of a search, it is not required. We understand the dynamics of doing a search for this position.
- At your request, we are happy to make an on-site visit with no additional fee in order to better understand your church and the opportunity – we just ask you to reimburse travel expenses (air/mileage; hotel; car rental; food).
- *Low, Flat Rate*
 - Most search firms will charge at least 20 - 30% of the annual salary of the position (that's \$12000 to \$18000 for a \$60,000 annual salary position), or a set fee in a similar range, regardless of results.
 - Our flat rate - for a completed, successful search – is much lower than that – but we also offer a much more church-friendly fee structure.
- *“Retingency” Fee Structure*
 - We ask for a partial *retainer* fee to initiate process (2/3 of total; non-refundable).
 - The balance (1/3 of total) – *contingency fee* – is due upon completion of the successful search process (hiring of new staff referred by **CML SEARCH**)
 - Typical fee structure: \$7998 retainer fee due at start of search (non-refundable); \$3999 due only upon completion of *successful* search ; \$11997 total fee for completion of successful search.

Frequently asked questions:

- *How long will a search take?*
 - There is no guaranteed time frame. We've completed searches in as little as 6 weeks or as long as 9 months. We promise to do everything we can to complete your search as quickly as possible.
- *Is there limit to the length of an agreement?*
 - Not unless you request one. We'd prefer to stick with the search until it's completed, regardless of how long it takes.
- *What if we hire someone found by CML SEARCH and they don't work out?*
 - If a new hire, referred by **CML SEARCH**, leaves the position for which you hired them (for any reason) within six months of being hired, we will renew our search under the original agreement. No additional fees are required.
- *What churches have you partnered with? Here are just a few:*
 - Menlo Park Presbyterian (Menlo Park, CA)
 - Visalia First AOG (Visalia, CA)
 - The Chapel (Chicago, IL)
 - Crossroads Community (Vancouver, WA)
 - Vancouver First COG (Vancouver, WA)
 - The Church at Brooks Hills (Birmingham, AL)



Questions? Ready to let us help you find your next
 Children's & Family Ministry Leader?
 Call Greg Baird personally at 719-799-0228