

## PASTORAL SEARCH ASSISTANCE

Some congregations use search firms to assist them in finding new pastors, however, this can be very costly and many churches want to be personally engaged with the process from beginning to end. The Pastoral Search Assistance (PSA) process provides nominating committees with a designated Flourish Navigator to assist them throughout the pastoral selection and nomination process when hiring ministry staff. The ProScan tool can also assist in creating a profile for your next hire, used with your staff, teams, and onboarding new pastors.

# UTILIZING THE PASTORAL SEARCH ASSISTANCE TOOL

### **GO BEYOND**

A job description and define characteristics needed for the pastoral role.

#### **DEFINE TOGETHER**

The desired expectations of the new pastor's leadership qualities, rather than realize possible conflicting expectations during the interview stage.

### **DEVELOP A SPECIFIC**

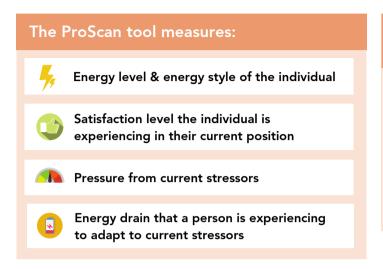
Set of questions for both the interviews and candidates' references.

### **ABOUT THE PROSCAN**

The PSA process is centered around an assessment called the ProScan. Organizations are using ProScan results to help people know themselves better and to develop their members into stronger leaders, team builders, and communicators. ProScan also has the capacity to assess people's decision-making processes, energy styles, and energy capacities.

The ProScan is different from other assessment tools on the market which provide more of an X-ray or onedimensional view of a person's personality. The ProScan assessment reaches deeper with a multidimensional view of how people are wired, what people are experiencing in their lives and how people are responding to the world around them.

#### THE MEASUREMENTS





#### THE RESULTS

The results of the ProScan provide valuable information for self-discovery and personal growth. They are broken into 3 areas of interpretation.

Basic Natural Self

2 Stresses and Challenges

Response to Environment & Perception

#### **PRICING**



Individual ProScan assessment with a 60 minute virtual consultation



Virtual PSA process (up to 4 candidates) with a designator Flourish Navigator using ProScan and JobScan tools



Building staff relationships (up to 4 staff members) with a 2 hour virtual consultation



PNCs work on-site and virtually with a designated Flourish Navigator using ProScan, TeamScan, JobScan and onboarding tools (up to 5 candidates and 15 staff members)

### HOW TO GET STARTED



To learn more about any of these options or find out more about a comprehensive approach to the search process, visit <u>flourishmovement.org</u>.