

*The purpose of this content is to build an audience. Those who are interested in positions will get four emails over nine days. This will be automated. The purpose is to actually help them no matter if they wind up with us or not, but for us to build a small group of folks whom we can then target when we are specifically hiring in the future.*

*I believe all these emails should come from jobs@youremailaddress and be signed "Your leader and the lead team" because of pronouns like "I" and "we" which i know is incorrect but i think important.*

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**// Email One - Delivered One Hour after filling out the form**

Thanks so much for your interest in YOUR ORGANIZATION. PUT A SENTENCE HERE WHAT IT'S LIKE TO WORK THERE – SHORT SENTENCE ONLY. This team ranges from PUT IN IDENTIFIERS AS WIDE AS POSSIBLE...YOUNG TO VETERAN, DETAIL PEOPLE TO VISIONARY LEADERS...HELP POTENTIAL CANDIDATES IDENTIFY WITH OTHERS

REWRITE THE FOLLOWING BUT ABOUT THE SAME LENGTH

They all love the church and love getting to help make church leaders better.

And they're smart.

Over our history, less than 5% have ever quit and none have ever been fired. So we take DNA and culture very seriously.

I invite you to send us an updated resume and anything else that you'd consider work-related (pictures of something you've done, or LINKS to video) to jobs@[houseright.com](mailto:jobs@houseright.com). Please make the subject line "I am interested in working with YOUR ORGANIZATION."

Oh yeah, we're big on Strength Finder, Enneagram, DiSC - if you've done these or anything like them, we'd love to see those too!

We look forward to exploring this a bit more.

**YOUR LEADER and the Lead Team**

P.S. No matter where you are on this journey toward something new, you're going to get about four emails from us over the course of the coming weeks. I hope they actually help you whether you wind up working with us or not!

// **Email Two** - Delivered A couple of days later (or automated sooner based on their behavior of sending a resume if there's a way to do that)

I wanted to get this in your hands as you think about your future. A friend of ours has done a lot of work in staffing and coaching. He talks about six essential factors that all of us are looking for when we are considering what is *next*. These are elements that can help draw us to that next position in ministry and work

### **Place, Boss, Team, Organization, Challenge, and Salary**

- 1. The Next Place.** There are zip codes that are desirable places to be. There are towns and cities where the family lives, or perhaps where our roots once were.
- 2. The Next Boss.** We've read the cliché: People join organizations, but they leave their boss. This is so true. We are looking for a good connection, and someone's leadership that will help us to thrive in a new position.
- 3. The Next Team.** Have you ever sat down with a group of people for a meeting or a meal and just felt right at home? We leave these encounters thinking things like *I'd hang with that group again – they seem to really have a great vibe together*. Or perhaps there is a lot of talent and shared experience within a team that we desire to join.
- 4. The Next Organization.** Sometimes we are looking for a vision we can really get behind, a shared philosophy or deep passion. We'd want to be around it even if we didn't get paid to be there.
- 5. The Next Challenge.** Leaders love to solve issues. Great leaders run toward a problem if they feel they are uniquely gifted or qualified to address it.
- 6. The Next Salary.** God knows our context. He knows our needs, and sometimes they change within our family, or season of life.

**Here's the Real Question:** Will you ever be able to get the **job** you want, in the **place** you desire, working for the **boss** you love, on the all-star **team**, at a great **organization** you really resonate with, tackling the perfect **challenge**, and all for the right **compensation**?

**In other words, will you ever get all SIX?**

The majority of the time, I would say *no*. There's no perfect organization. There's no perfect candidate, and there's no perfect scenario in your future.

My friend says he always cautions candidates to never move **for just one reason**. Just the dollars, or just the location, or *just that perfect person* you believe you want to work alongside. I have worked with some in those very scenarios, and when that one reason goes away, they are set up for a disappointing, and usually *short*, stay.

On the other hand, if you think about it we've all seen people find two, three, or four of these six factors to align, and they begin to use language like *I believe God is calling us to...*

So, take a look at the six elements for a place that *you* may be going to next, and prioritize them. What is most important to you, and/or your family for this next season of life? Prayerfully consider these and I'd love to hear from you. It may actually help you see more clearly through all of the factors that go into making the decision of where you may be going next. That might be here. That might be somewhere else?

Once you get them prioritized can you send them to us at [jobs@houseright.com](mailto:jobs@houseright.com)? We'd love to take a look.

**Matt McKay and the Lead Team**

P.S. Did you find us on social media? There's some good pics and such on PUT YOUR LINKS HERE OF COURSE...

**// Email Three** (a couple of days later)

We believe values are important. You can't walk in a business, a church, or a bad fast-food restaurant without seeing something on the wall about what a team thinks is important.

We've learned through the years it's how those things are defined that make all the difference. Click here and take a look (PUT YOUR LINK IN HERE) at these six values and how we've defined them.

**Commented [1]:** link to values doc to see if they are following along or not

Get back to me on which ones you think are most important to you - can you find a prioritized order? (INVITE ENGAGEMENT)

We don't think there's a right or wrong here, we're just interested in how you see the world.

**Matt McKay and the Lead Team**

**// Email Four (a couple of days later)**

This is the last of a series of emails you will receive because of your interest in our team. Yes, they've been automated, but they were personally written with a ton of care and we trust they've been helpful no matter what you believe is next.

No matter where we are in our process together, we want to leave you with four things that we tend to say over and over to people like yourself who are thinking about making a major work change.

**1. Don't make a 5 to 10-year decision based on a 5-month need.**

Timing is everything. You need a paycheck. You may have people depending on you, but you gotta see straight through this process so the next place you go is a great run. Put together a financial plan that works. Treat looking for a job much like you'd treat any project. Have a plan, work the plan and stay faithful. And fight discouragement. God knows your address.

**2. You gotta finish well no matter where you are now (ministry, work, school, etc.)**

Your last 5 months at your current place must be your best five months ever. It makes your next step better with us, or better no matter where you are going to go.

**3. Stay connected to the connectors around you.**

From plumbers to pastors, connectors that we know always are the type of person who starts a sentence with "hey... I know a guy." Stay connected to them, make sure they know you are thinking about a step forward.

**4. Don't navigate this alone.**

Ask for wisdom, ask for advice...even if it's tough to hear. We believe God is more interested in our transformation than what we do vocationally. He is active and he will speak through wise people in your life.

If you want a bit of a deeper dive on this topic click on my friend's blog [here](#)

**Matt McKay and the Leadership Team**

P.S. we are rooting for you and your next step. By the way...are you on our mailing list? You should be if you aren't. Check it out. PUT A LINK HERE