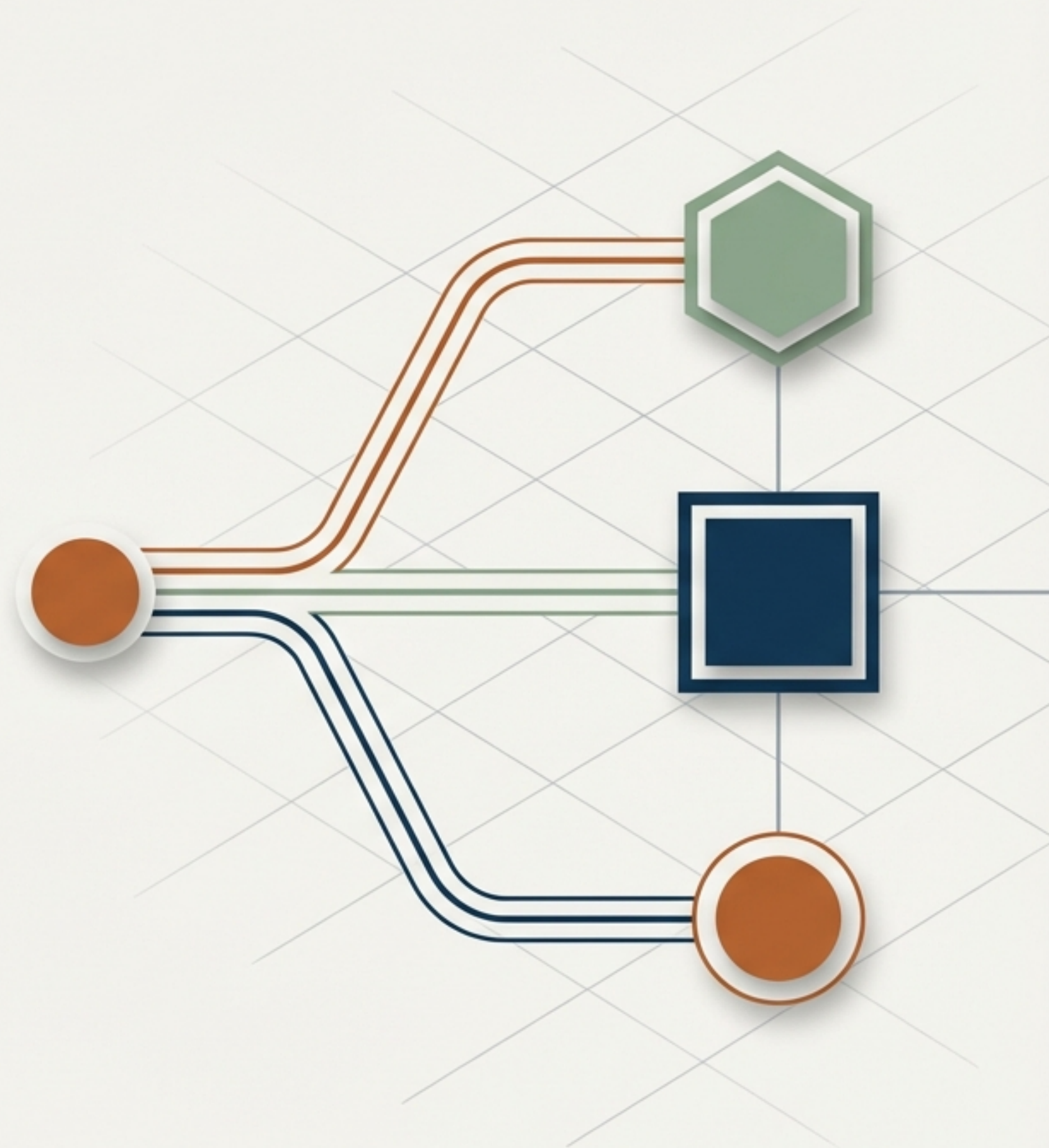


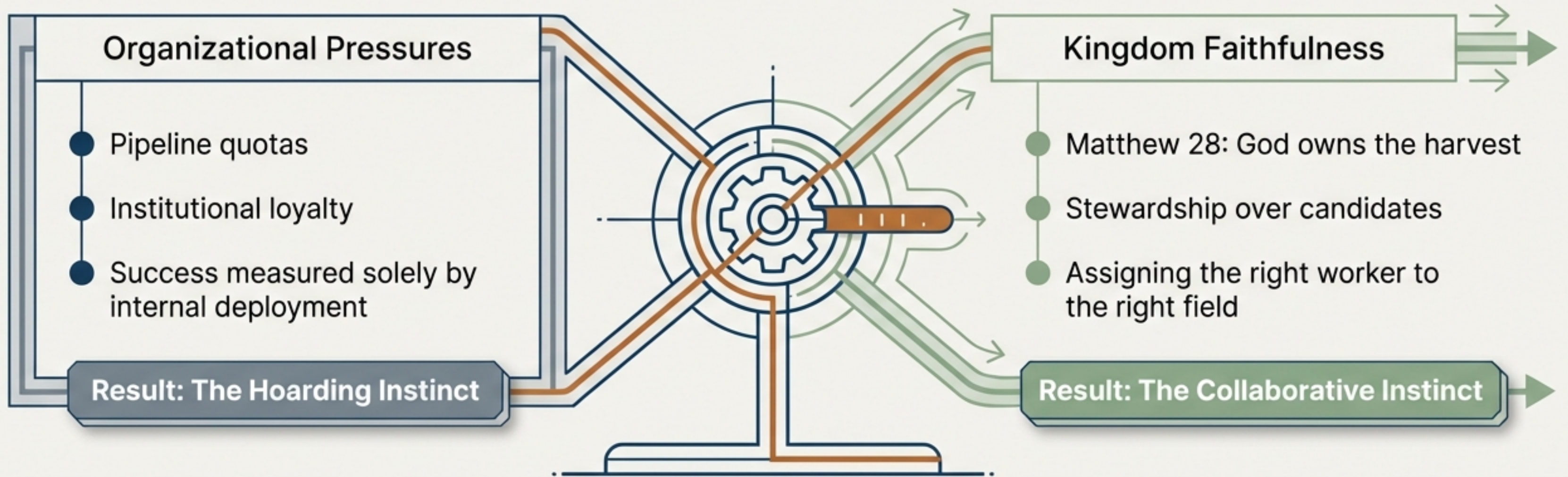
Kingdom-Minded Collaboration

Why referring candidates to other organizations is the hallmark of top-performing mission agencies.

Insights drawn from the 2025 Launch Survey (2,400+ respondents) and performance metrics across 77 mission organizations.



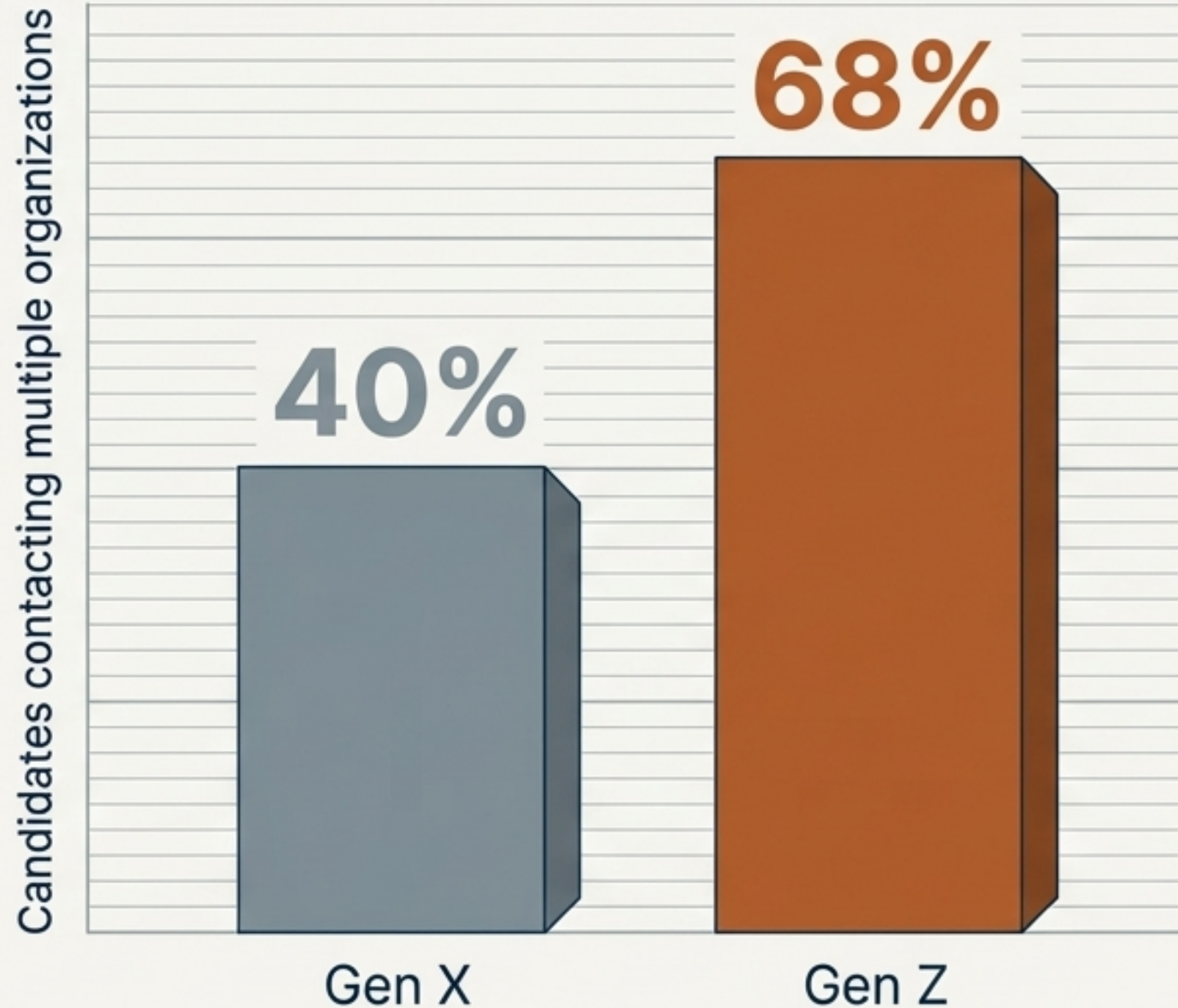
The Tension Between Institutional Pipelines and Kingdom Stewardship



“A poorly placed missionary is far more expensive, financially and in terms of human cost, than a candidate I referred to a better-fit organization.”

— Mid-Sized Agency Mobilizer

The Hoarding Model is Breaking



The Generational Shift

The majority of candidates arriving at your door are already shopping around. Attempting to establish exclusive relationships before earning trust backfires with a generation highly sensitive to institutional sales dynamics.

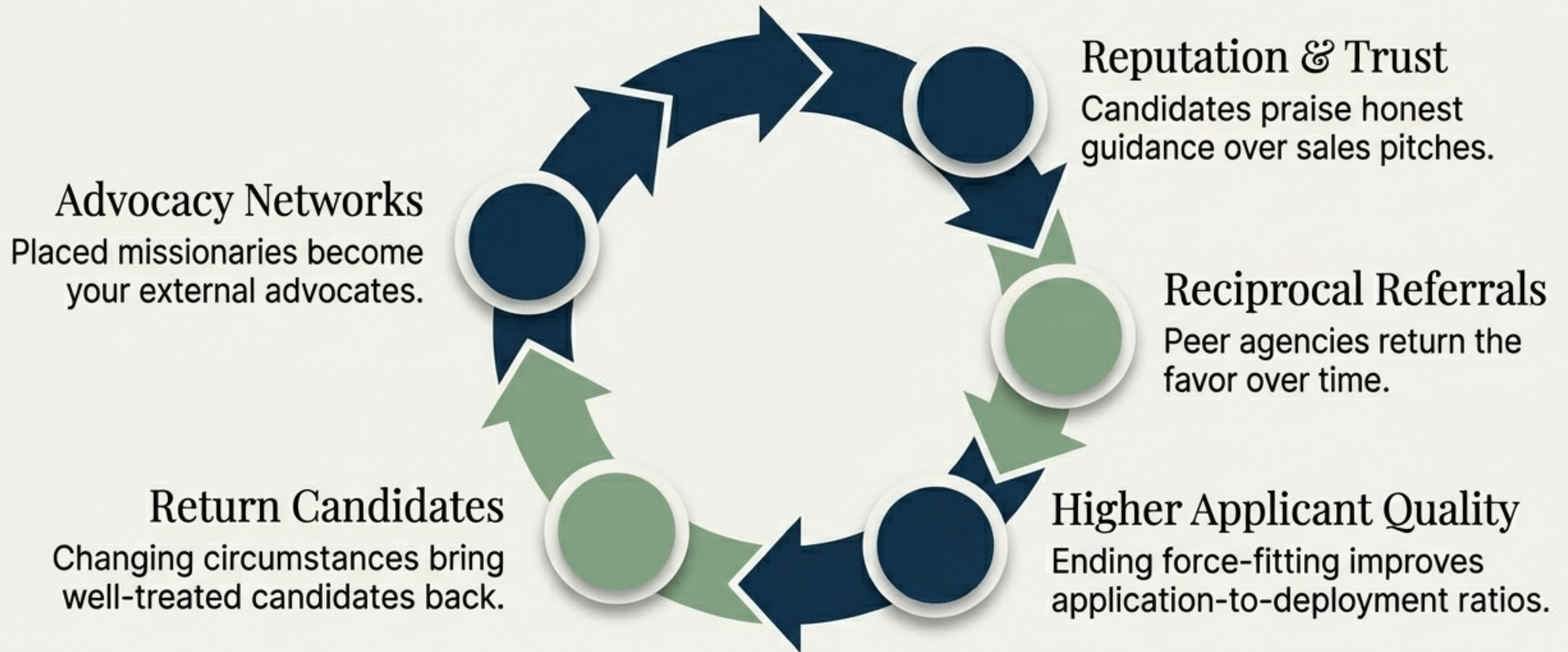
Organizations must shift from acting as gatekeepers to serving as helpful guides.

The Mindset Shift: Recruiter vs. Mobilizer

	The Recruiter	The Mobilizer
Primary Question	How do I get them to join our organization?	How do I help them faithfully respond to God's call?
View of Candidate	A resource to capture for organizational growth.	A steward to guide toward maximum kingdom impact.
View of Referrals	A lost opportunity or pipeline failure.	A legitimate kingdom success and strategic investment.
Posture	Exclusivity and competition.	Trust, open exploration, and collaboration.

The Counterintuitive ROI of Referring Away

Kingdom collaboration is not just self-sacrificial; it is strategically advantageous.



The 'Seed-Planting' Effect of Candidate Care

The Risk: Gatekeeping



"Extremely unhelpful... required knowing the specific people group before they would even talk to me."
— Result: Lasting negative impression.

The Pivot: Gracious Redirection



"The first organization wasn't a fit... but they were gracious and pointed me to better-aligned agencies."
— Result: Builds ecosystem trust.

The Placement: Warm Referral



"A staff member from another organization ultimately connected me with my current ministry."
— Result: Placement and lifelong advocacy.

Spotting Misalignment Early

Accurate assessment prevents the costly error of force-fitting.



Theological Convictions

Deep, substantive differences in doctrine.

Do not paper over differences; point toward agencies with shared theological DNA.



Geographic & Field Access

A specific calling to a region where you lack infrastructure.

Refer to organizations with **deep, established roots** in that specific context.



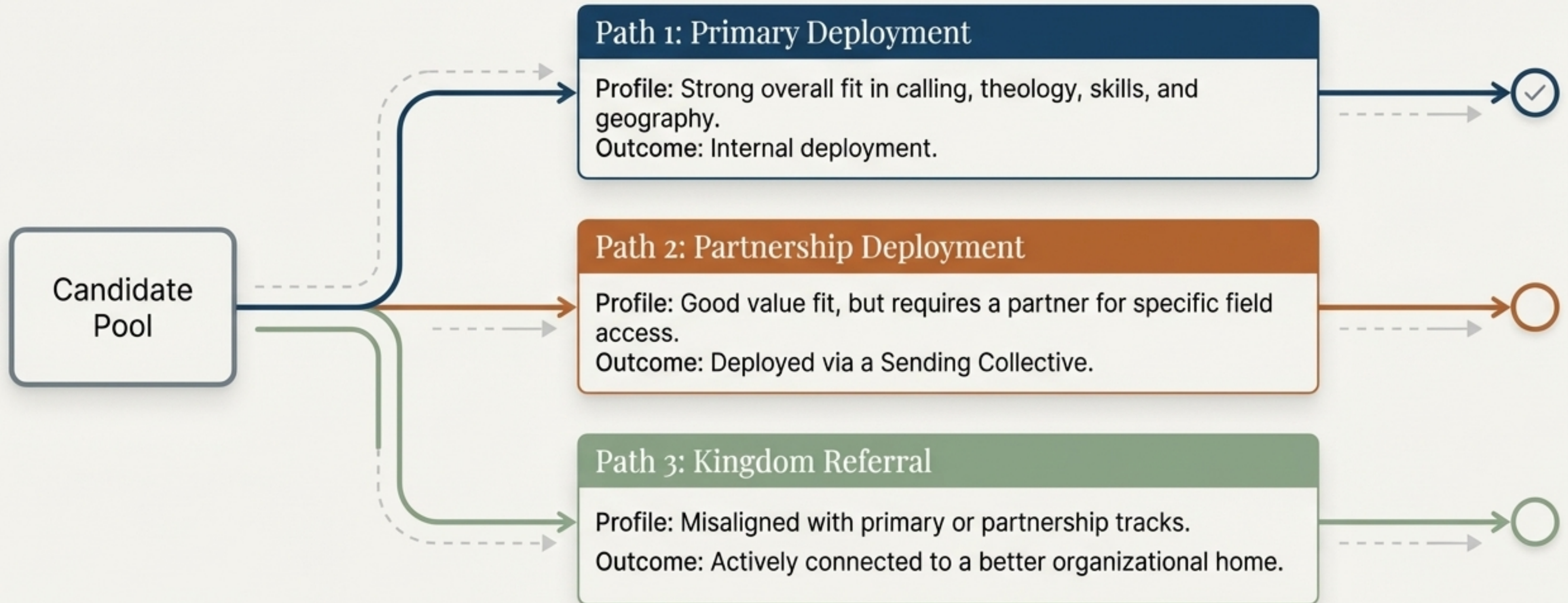
Ministry Approach

Clashes in philosophy (e.g., pioneer vs. established).

Surface this via **discovery questions** about daily work vision and team structure.

The Three-Pathway Conceptual Model

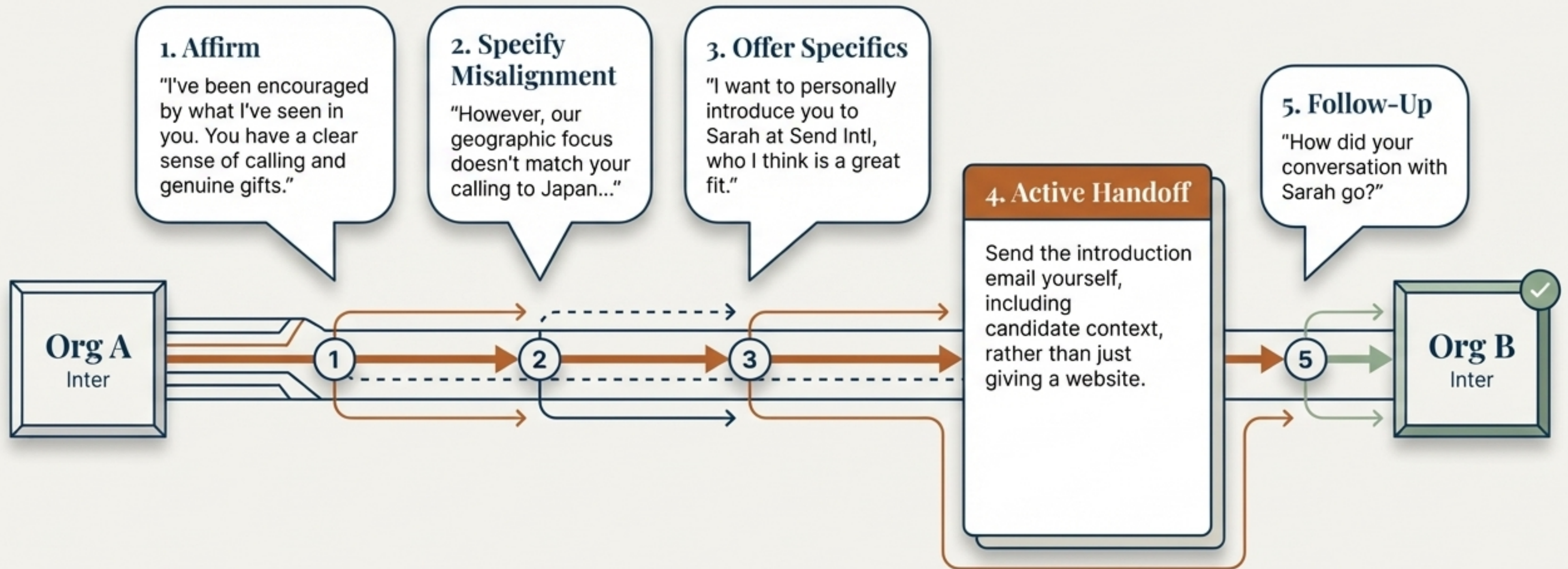
Normalizing referral as a deliberate organizational success, not a failure.



This is a legitimate organizational success.

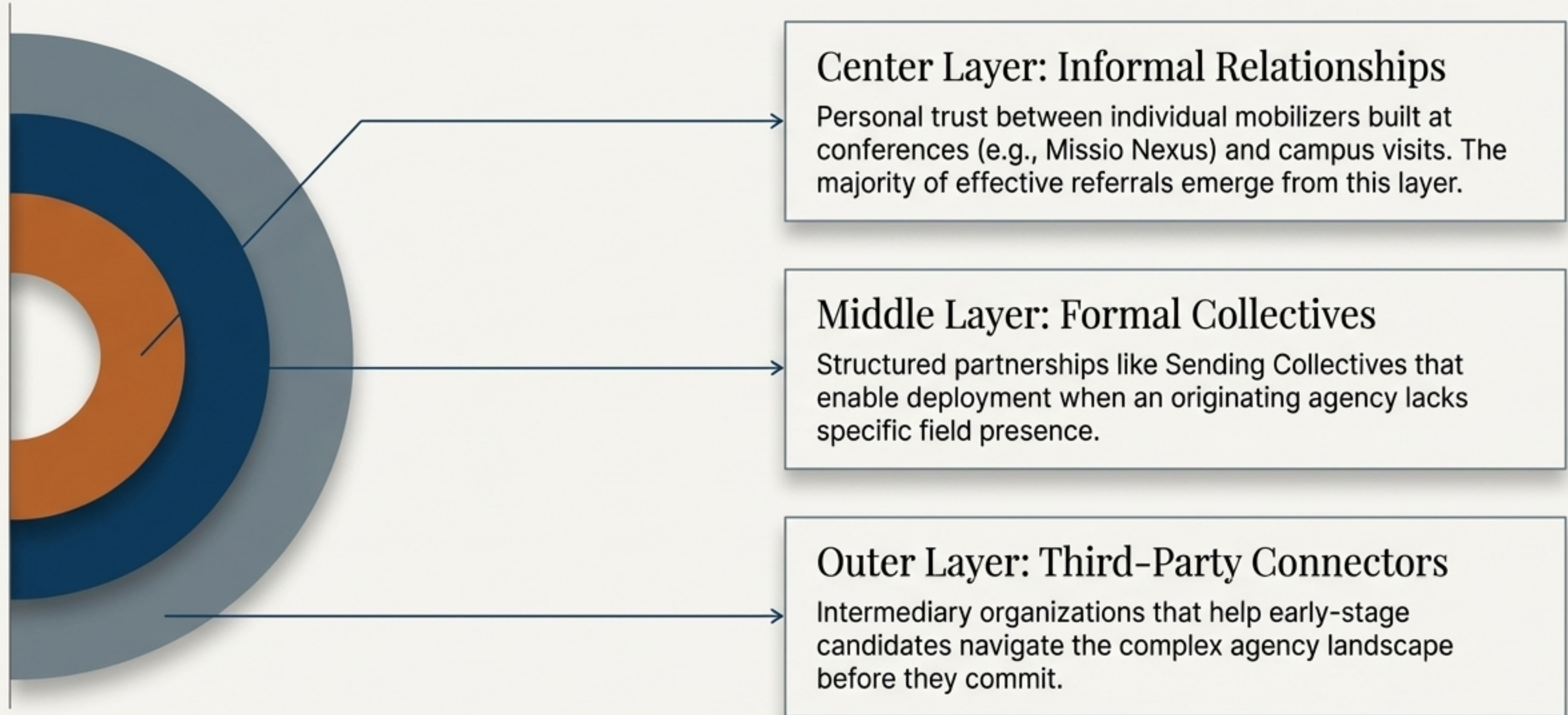
The Anatomy of a Warm Handoff

A referral should feel like care, not rejection.



Building the Network Infrastructure

Referrals require a deep knowledge of the mission landscape.



Creating Organizational Permission

Mobilizers cannot practice collaboration without leadership cover.



Leadership Assessment: Are You Built to Collaborate?

Metrics & Incentives

Do we actively track our referral rate to other agencies?

Do our metrics penalize or reward mobilizers for referring away?

Network Knowledge

Do our mobilizers know peer agencies well enough to make specific handoffs, or do they offer generic redirections?

Generational Posture

Does our response to Gen Z's multi-agency exploration communicate welcome guidance or territorial resistance?

Cultural Messaging

Do we publicly celebrate when a referred candidate flourishes on the field with a different agency?

Extending the Time Horizon

Over a 3-5 year span, organizations that practice consistent kingdom collaboration build the reputations, reciprocal networks, and trust required to generate more and better-fit candidates than competitive hoarding ever could.

We are mobilizers, not recruiters. We help people discern what God is doing in their lives, even if that means they serve elsewhere.