

## *When Do You Hire the professionals for your Building Program?*



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Dependent on the professionals you need or want to hire, there is a time to hire them and a time not to hire them. If you are going to hire a Project Manager or an Owner's Representative or a Church Planner for your project, then this is the first professional you should hire. This person should help you develop your programming space requirements for your project along with establishing a safe building budget you're your congregation can safely afford. This person should also help you identify the risks (usually financial) you will be facing throughout your project and guide you through minimizing these risks for your church.

Remember that managing risks are your responsibility, not anyone else's. Once you contract with an architect and builder, you are no longer managing your risks. The risks are managing you... unless you know how to write your contracts to minimize your risks.

In this early process you should also be assisted in selecting the right building delivery system and selecting the right architect and builder.

If you are going to do the above action items yourself, then you should wait until you have these vital tasks completed before you hire the rest of your building professionals. If you are going to use an architect and construction manager, some churches hire the architect first, then the construction manager. Others reverse the order, while others hire the two simultaneously. If you are going to use an architect and a general contractor, the architect is almost always hired first, then the general contractor is hired either on a cost plus basis or a best bonafide bid basis.