

QUESTIONS FOR THE PASTORAL SEARCH TEAM

Every Pastoral Search Team comes to the place where they must pray through and think through the important decision of whether to invite a potential candidate to be “The Candidate” for the local church. These questions will help you work through your own personal sense of the Lord’s leadership. Then you work the final decision process together as the Pastoral Search Team.

1. What is his level of faithfulness? Are there areas that you need to check?
2. Does he have a history of “doing his own thing” or does he work with the purpose and goals of a congregation and its leadership?
3. What is his pattern of obedience? Is he persistent? Is he a man of endurance?
4. Is he a man of prayer? Does he pray with his family?
5. Is he really a man of the Word of God?
6. Is he spiritually authentic...for real?
7. Is he a man of moral purity and integrity?
8. Are his relationships deep or superficial?
9. What is his definition of success in ministry?
10. How does he handle the failures of his life and ministry?
11. Is he spiritually and physically resilient?
12. Is he willing to share his struggles with the congregation and its leadership or does he have to fight to stay off the pedestal? Does he need the center of attention? Does he crave the credit for ministry success?

13. How does he champion and applaud the quality work of others?
14. Is he self-absorbed? Does he have to be well-liked?
15. How does he provide for healthy evaluation and honest feedback of his ministry?
16. How does he address any “blind spots” that he may have?
17. Has he agreed to take another step with you toward candidating, if invited?
18. Is he excited and challenged by your ministry opportunity? How do you know?
19. Is he the right “fit”?
20. Have we told ourselves the truth about this person and his spouse?
21. Has the sovereign hand of God been evident in the “process”?
22. Are we trying to talk ourselves into this particular potential candidate?
23. Have we adequately clarified and identified his expectations of us?
24. Have we adequately clarified and identified our expectations of him?
25. Are these expectations realistic?
26. Does his social style and leadership gift mix match our church at this stage of its history and journey?
27. Is he a producer? (Where he has been...has it grown; has the growth remained?)

28. Is he still a learner? Is he teachable?
29. Is he likable? Respectable? Dependable? Authentic? Believable?
30. Will you be proud to introduce this person as the pastor of your church to your family, friends and work colleagues?
31. Do you want this man to be your pastor and your family's pastor?
32. How is his worth ethic?
33. Is he balanced enough?
34. Is he a healthy person?
35. Have we read his heart correctly?
36. Are we comfortable with his wife and home life?
37. Are we "sold"? Is this person an exclamation (!) mark or a question (?) mark?
38. In the spirit of Luke 2:52, is he a "compelling person"?
39. Is his mission our mission? If yes, then...
40. Is his vision our vision? If yes, then...
41. Are his values our values? If yes, then...
42. Are his operating principles our operating principles? If yes, then...
43. Are his techniques, methods and approaches our techniques, methods and approaches? If yes, then...

44. Does his personality and style match our projected profile of the personality and style we believe our church needs at this time? If yes, then... You are just about ready to make a final decision to invite him to be "The Candidate".
45. Are his problems and challenges our problems and challenges?
46. Have we defined our ministry culture, context, and community accurately?
47. Have we looked at our ministry adequately from his point of view?
48. Are you ready to trust this man with your loyalty as your pastor?
49. What are your intentions in making this decision?
50. How does this intention compare with the probable results?
51. Do you need any more time to discuss and pray through this decision?
52. Are you confident that your decision will be as valid over a longer period of time as it seems right now?
53. Do you have any genuine, nagging doubts or negative qualms about this person and your decision?

These various questions are designed to act as a sorting mechanism to help you come to a Spirit-led decision as you take the next steps together as a Pastoral Search Team.

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