

QUESTIONS FOR THE PASTORAL SEARCH TEAM

Every Pastoral Search Team comes to the place where they must pray through and think through the crucial strategic 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.

Note: These Questions are also designed to assist the PST in discovering, forging and embracing the “Profile of the next Pastor” @ the beginning stages of the Search Process. The Questions will stretch your soul and your own walk with The Lord even as they help you “build teamwork” in your PST.

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, mission, vision, values and goals of a congregation and its leadership? Is he a “team player, team builder and team leader?”
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 wife and family?
5. Is he really a man of the Word of God? Is he committed to both The Truth **and** The Authority of Scripture?
6. Is he spiritually authentic...for real... not “plastic or artificial?”
7. Is he a man of moral purity, ethical authenticity and core integrity?
8. Are his relationships deep or superficial? Manipulative or genuine?
9. What is his definition of “success” in ministry? Does it match yours?
10. How has and does he handle the failures and mistakes of his life and ministry?
11. Is he spiritually, emotionally and physically resilient? How is his “DQR Quotient?” “DQR” is: Durability, Quality and Reliability.”
12. Is he willing to share appropriately his “real life ~ real time 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? Or is he a critical spirit, fault finder and blame gamer?

14. Is he self-absorbed? Does he have to be well-liked? A people pleaser?
15. How does he provide for healthy evaluation and honest feedback of his ministry?
16. How does he address the “blind spots” that he does have? Does he know them? How did he discover them?
17. Has he agreed to take another step with you toward being “The Candidate” if invited?
18. Is he excited, energized and challenged by your ministry opportunity? How do you know?
19. Is he “the right fit?” Is his spouse “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?
Note: Expectations that are not identified and expressed are a major cause of Pastoral/Church train wrecks.
25. Are these expectations realistic? Have they been clearly communicated?
26. Does his social style and leadership gift mix match our church at this stage of its history and journey? Is he the pastor for the present and/or the future?
27. Is he an “Extrovert or an Introvert?” Is he a “People Extrovert or a Task Extrovert?” Is he a “Relational Introvert or a Task Introvert?”
28. Is he “Just Personable or Truly Relational?” What do you need? What are your expectations for your next pastor?
29. Is he a producer? Where he has been...has it grown? How did it grow? Has the growth remained?
30. Is he still a learner? Is he teachable & coachable? Who are his mentors?
31. Does he develop and multiply leaders? How has he accomplished that task?

32. Is he a “giver or a taker?” Does he give generously to his local church and some percentage to ministry for other Kingdom causes?
Note: If you ask him then you have to be ready to be asked yourself.
33. Is he: Likable? Respectable? Dependable? Authentic? Believable?
34. Will you be proud to introduce this person as the pastor of your church to your family, friends, neighbors and work colleagues?
35. Do you want this man to be **your** pastor and your family’s pastor?
36. How is his worth ethic? Is he a workaholic or a slacker?
37. Is he balanced enough? Is his wife?
38. Is he a healthy person? Is his wife? How about his family?
39. Have we read his heart correctly? What gave us this InSight?
40. Are we comfortable with his wife, their marriage and home life?
41. Are we “sold?” Is this person an exclamation (!) mark or a question (?) mark?
42. In the spirit of Luke 2:52, is he a”compelling person?”
43. Is his mission our mission? If yes, then...
44. Is his vision our vision? If yes, then...
45. Are his values our values? If yes, then...
46. Are his operating principles our operating principles? If yes, then...
47. Are his techniques, methods and approaches our techniques, methods and approaches? If yes, then...
48. Does his personality and style match our projected profile of the personality and work 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.”
49. Can his problems and challenges be {or are} our problems and challenges?
50. Did our Questions to him and his References reflect our philosophy, mission and vision? Did those Questions directly relate to the Pastoral Profile we crafted?

51. Have we defined our ministry culture, context, and community accurately? Is he “a fit?” Have we looked at our ministry adequately from his/their point of view and perspective?
52. Does his track record in “risk, faith and vision” match your culture? Does your culture reward, tolerate or punish/penalize “risk, faith and vision?”
53. Have you asked him how he prepares his messages and how he borrows ethically from others? This is absolutely essential to know!
54. Are you ready to trust this man with your loyalty as your pastor?
55. What are your intentions in making this crucial strategic decision? How does this intention compare with the probable results?
56. Do you need any more time to deliberate, discuss and pray through this decision?
57. Have you completed your Reference work and Background/Credit Checks? Have you reassessed his track record? What is the Holy Spirit revealing to you through all the Interviews and Interactions? What did the References really say? If you did a Work Style Profile {The PDP/JDA is the easiest and best Tool for this}, is he a reasonably close match?
58. Are you confident that your decision will be as valid over a longer period of time as it seems right now? How confident? Why?
59. Do you have any genuine, nagging doubts or negative qualms about this person and your decision? Are there any core biblical issues or spiritual reservations that have given you, as The Olde Timers used to say, a “check in the spirit?”
60. Have you asked yourself these Questions about yourself personally and your church corporately? Remember, this is a humbling growing stretching process of His Grace and Direction.

These various questions are designed to act as a sorting grid and 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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Placement & Transitions
Rev 4/2008