

SEVEN PRINCIPLES TO CALL A PASTOR

1. THE PRINCIPLE OF PRAYER

- a. Pray earnestly
- b. Have a prayer time in every worship service
- c. Pray for each member of the committee daily
- d. Pray for the prospective pastor and his family

2. THE PRINCIPLE OF PREPARATION

- a. Prepare an informational packet about your church
- b. Make use of helpful materials (Pastor Search Committee Handbook)
- c. Collect names and resumes' for an agreed amount of time.
- d. Develop a profile of the desired pastor (using congregational survey)
- e. Honor confidentiality in your committee's work

3. THE PRINCIPLE OF HOMEWORK

- a. Research the resumes' thoroughly
- b. Contact the references
- c. Ask questions and find answers
- d. Read, Study, and pray over every resume'
- e. Determine the top five resumes'

4. THE PRINCIPLE OF "ONE MAN AT THE TIME"

- a. Determine the first prospective candidate
- b. Contact the candidate and inquire of his interest
- c. Send the candidate an informational packet
- d. Decide upon an initial interview
- e. Hear the candidate preach in his church

5. THE PRINCIPLE OF THE PERSONALITY MATCH

- a. Seek a positive personality match between candidate and church
- b. Know the personality of your congregation
- c. Seek to understand the personality of the candidate.

6. THE PRINCIPLE OF "AGREED UPON EXPECTATIONS"

- a. What do you really expect of your pastor
- b. Discuss the church's expectations of the pastor
- c. Compensate the pastor well
- d. Agree upon expectations

7. THE PRINCIPLE OF CALLING THE NEW PASTOR

- a. Inform the congregation completely about the prospective pastor and his family
- b. Plan well the weekend of "in view of a call"
- c. Make sure everyone has access to the prospective pastor
- d. Thank God for His divine leadership
- e. Consider having a new pastor installation service
- f. Help the new pastor get a good start

PASTOR SEARCH COMMITTEE QUESTIONNAIRE

In order to effectively perform the task assigned to us by the church, we are asking you to supply us with information. Please give prayerful consideration as you complete this questionnaire,

AGE (check one)

Under 30 30-39 40-49 50-59 60 or older

EDUCATION (check one)

Seminary Degree: Unnecessary ____ Desirable ____ Essential

EXPERIENCE (check one)

No previous experience 15 years

5 years ____ 20 years

10 years ____ 25 years

QUALIFICATIONS (number these in order of importance)

Preaching Ability ____

Organizational Ability ____

Evangelistic Ability

Community Leadership ____

Pastoral Leadership

(personal counseling, visitation, etc.)

Youth Leadership

Outreach Leadership

Bible Teaching

Christian Education Leadership

Denominational Leadership

List any other characteristics you would like considered: _____

Other Comments:

We would like to receive these questionnaires no later than _____

Pastor Search Committee

Your age: _____

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**QUESTIONS THAT CAN BE ASKED WHEN INVESTIGATING A MINISTER
THROUGH A DIRECTOR OF MISSIONS OR SOMEONE ELSE**

1. How would you rate him as a preacher?

2. Were his sermons based on the Bible?

3. When he delivered the sermon, did he reveal that he had made both spiritual and intellectual preparation?

4. How would you rate him as a pastor? Did he visit people and show a real interest in their concerns?

5. Did he relate well to other staff members?

6. How did he relate to all age groups in the church?

7. How would you rate him as a leader?

8. Could he motivate people to do God's work?

9. How would you rate him as an administrator?

10. What were his strong points as a pastor?

11. What were his weaknesses?

12. What was his reputation for taking care of his financial obligations?

13. Was his wife supportive of his ministry?

14. Did he take part in community affairs?

15. Did he participate in associational and state convention work?

16. Is there anything about his personal life that we should know?

INTERVIEW QUESTIONS

Please note: Good interview questions cannot be answered with a simple yes or no. Good questions call for some detail in the answer. Do not be afraid to ask hard questions. Learn as much as you can about the prospect at this time. This is a comprehensive compilation of questions for a prospective pastor. Select the questions that best fit your needs. Add others as appropriate to the position.

QUESTIONS FOR THE CANDIDATE:

Conversion and Ministry

1. Tell about your conversion and call to ministry.
2. Describe important people in your life and tell how they influenced you..
3. Describe successes and failures in your ministry.
4. What strengths do you bring to ministry?
5. How have you grown since entering the ministry?
6. Where do you now need to grow?
7. How do you allot your time among pastoral ministries?
8. What do you like most about ministry?
9. What do you like least about ministry?
10. Describe your spiritual health and your feelings about spiritual accountability.
11. Describe your personal, private devotional time.
12. Share your plans for personal and professional growth.
13. What doctrines do you think are essential?
14. What are your greatest strengths and your greatest weaknesses?
15. Four of the major elements of kingdom leadership are leadership, communication, administration, and ministry. Of these areas, which do you consider your greatest strength in the ministry and why?
16. How do you measure success in ministry? How do you know when you have done a good or a bad job? -
17. Who are your mentors/models in ministry (past or present)
18. Why would you consider moving to another church?
19. How do you classify/describe your preaching style?

Denomination and Community:

20. What is your relationship with the denomination?
21. Do you support the Cooperative Program?
22. How active are you in:
 - Associational work?
 - State convention work?
 - Southern Baptist Convention work?
 - Civic clubs/social organizations in the community?
23. Give us your beliefs concerning the basic Baptist doctrines as stated in the *Baptist Faith and Message*.
24. How do you relate to other denominations?

Family and Personal Life:

25. What do you do for fun?
26. Describe your current family and tell how each member relates to the others and to the church.
27. Do any of your family members have special needs?
28. How do you encourage spiritual growth in your family?
29. What is your wife's role in your ministry?
30. To what extent is your family involved in your ministry?
31. How would they feel about moving?
32. What do you and your family enjoy doing together?
33. What are your hobbies?
34. What do you do for entertainment?
35. Does your family support your calling and vocation?
36. Describe your two closest friends.
37. How do you relate to other ministers?
38. Describe your personal financial situation.
39. What is your philosophy of stewardship and tithing? Do you tithe?
40. Do you have outside business interests? If so, describe.
41. Describe your health.
42. How many and what books have you read in the past twelve months?

Positions and Policies;

43. What is your concept of the Bible?
44. What is your position concerning missions?
45. What is your conviction and personal practice concerning evangelism?
46. What is your policy concerning pastoral visitation?
47. What is your policy concerning pastoral counseling?
48. Do you do personal counseling and, if so on what level? How extensive is your training in this area?
49. What are your convictions concerning these issues? Alcohol and drugs, gambling, pornography, racial prejudice, and divorce.

Leadership:

50. When you change churches, what do you think is the most important thing for you to do during the first year?
51. What do you consider, in the order of their importance, your chief duties as pastor?
52. Do you think your best work can be done in a relatively short or a relatively long pastorate?
53. What would the ideal decision-making model look like?
54. What method do you use in accomplishing the goals and business affairs of the church (such as pastor-led, committee-led, team-led, deacon-led, etc.)?
55. What will be your involvement with committees?
56. How do you see the role of deacon in the church?
57. The church allows you revivals, conventions, etc. How many of these do you normally conduct / attend in a year?
58. What style of public worship and preaching do you prefer?
59. How would you describe an effective worship service?
60. What is your personal belief about the nature and function of the church?
61. Describe your leadership effectiveness.
62. How do you go about making changes in the church?
63. How do you work with the leadership of the church in planning?
64. What role do you see for the laity in the decision-making process of the church?
65. How do you keep up-to-date with recent developments in church-related issues?
66. Map out for us the manner in which you use your time throughout the week.

Staff and Church Relationships:

67. What would be your relationship with the church staff?
65. Would you expect to make changes in the current staff?
69. Do you see the staff as being called by the church? Are you willing to work with the present church staff?
70. Do you schedule office hours and days off?
71. Describe your effectiveness in reaching _____
(Fill in the blank with the group of people you are trying to reach.)
72. Describe how you would communicate with _____
(Fill in the blank with the group of people you are trying to reach.)
73. How would you rate your interpersonal skills?
74. What is your concept of the role of the laity (both men and women) in the church?
75. What is important to you in handling conflicts between yourself and a member of the congregation?
76. How do you manage disagreements in your church?
77. How comfortable do you feel in working with all age groups that make up the membership of the church?
78. Discuss your work schedule and how you divide your time in the range of responsibilities.

QUESTIONS FOR THE CANDIDATE'S WIFE:

1. What influenced your decision to become a Christian?
2. Describe important people in your life and tell how they influenced you.
3. Describe your personal, private devotional time.
4. Were you aware of your husband's call to ministry before you married? If not, explain how you have come to view this call to ministry?
5. How do you relate to the church where your husband is pastor?
6. What is your role in the family.
7. How do you feel about moving?
8. Will you be working outside the home?
9. How do you feel about being a minister's wife?
10. What strengths do you bring to your ministry in the church?
11. Describe your family and tell how each member relates to the others and to the church.
12. How do you encourage spiritual growth in your family?
13. What do you and your family enjoy doing together?
14. What are your hobbies?
15. What is your concept of the Bible?
16. What is your position concerning missions?
17. What is your conviction and personal practice concerning evangelism?
18. What do you appreciate most about your husband?

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