



**FEBcentral**  
LEADERSHIP DEVELOPMENT 

# Pastoral Search Guide

# Welcome to the FEB Central Pastoral Search Guide

May the Lord bless your church  
as you seek the right candidate for your pastoral role.

*For when one says, "I follow Paul," and another, "I follow Apollos," are you not being merely human? What then is Apollos? What is Paul? Servants through whom you believed, as the Lord assigned to each. I planted, Apollos watered, but God gave the growth. So neither he who plants nor he who waters is anything, but only God who gives the growth.*

*1 Corinthians 3:4-71*

*You then, my child, be strengthened by the grace that is in Christ Jesus, and what you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also.*

*2 Timothy 2:1-2*

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*Seven Steps for a Pastoral Search Committee* by Lance Johnson.  
*Reference Documents* by Tim Strickland.

Thank you to Brianna Hall, Carol Strickland, and Henry Alves for your work in editing and designing this guide.

Thank you to Lance Johnson for developing the pastoral search steps, which have helped hundreds of churches find pastors.  
We appreciate you!

Thank you most of all to the Lord, who leads the right person to the right church at the right time.

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# Introduction

Our prayer at FEB Central is that the following document would serve your church as you embark on the journey of selecting a new Lead Pastor. The following steps will prepare, encourage and guide your church throughout the search process.

## 1. Prayer

This is essential! Exercise your faith! Make prayer for God's leading in the process a central focus for the search committee, the board and the entire church family.

## 2. Partnership

Autonomy: It's your ministry to do.

Interdependence: FEB Central is here to help.

## 3. Patience

It often takes from 6 months to 2 years to fill a pastoral vacancy.

## 4. Process

There are necessary and natural steps to take in finding a new pastor.



# 1 Initial Considerations

## ✦ *Confidentiality:*

There is information (e.g. names of potential candidates, etc.) which needs to be kept within the confines of the search committee.

Maintain confidentiality for the sake of the process your church is going through and for the sake of the candidate and the candidate's current church.

## ✦ *Communications:*

You need to communicate with the congregation on the Search Committee's progress so that they can pray and stay informed. You should provide updates at least twice monthly, or more frequently as needed.

Note that many church attenders do not attend church every week, and when they are present they can miss your communications.

Effective communication will be:

- Clear (Simple and Concise)
- Clear and Repeated
- Clear and Repeated through Multiple Communication Channels

**ACTION:** Appoint a member of your committee to be in charge of communications. This person will communicate to the church on behalf of the committee through bulletin updates, web updates, verbal announcements, social media, email and/or other church communication channels.

**ACTION:** Prepare an information page about your church and community. See sample *Church and Community Profile* (p. 22).

Note: Be sure to keep the church board informed of your activity. This communication is often accomplished through board members on the committee.

## ✦ *Where is God Leading Your Church?*

You should have a general idea of where you believe God is leading your church, before you call a pastor. Knowing the following three elements will help you to determine your church's general direction, which will help you to choose a Lead Pastor who fits with that direction.

Mission      Core Values      General Vision

Your church board should review the document *Where is God Leading Your Church?* (p.12) and provide the search committee with feedback on where they believe God is leading your church.

## 2 Develop a List of Names

✦ *Develop a Profile of the New Pastor:*

See *The Desired Qualifications for our Pastor* (p.17)

See *Sample Lead Pastor Job Description* (p.18)

Note the *Pastoral Selection Guide* (pp.19-21) which needs to be filled in and sent to FEB Central.

**ACTION:** Complete the *Pastoral Selection Guide* and submit it to FEB Central ([LD@febcentral.ca](mailto:LD@febcentral.ca) ).

✦ *Develop a List of Names:*

*Here are some sources for names:*

1. The FEB Central Profile System \*
2. The Congregation \*\*
3. Your local FEB Central Association
  - Association Moderator
  - Association Shepherd
  - Association Pastors
4. Internal Applicants \*\*\*
5. Unsolicited Resumes

- ✦ FEB Central strongly recommends that you require all candidates to fill out a FEB Central profile and submit it through our office. This profile gives you a standard format that is helpful for comparing candidates. It also protects your church by requiring candidates to affirm belief in our statement of faith, sign off on our ministerial code of ethics, and waive their right to see their references' comments about them.

\*\* To avoid misunderstandings, if you invite the congregation to suggest names, be clear that while every suggestion will be considered, only candidates who meet the desired qualifications will be moved forward in the search process.

\*\*\* To avoid misunderstandings with internal applicants, you need to be clear that their application will be reviewed and considered in the same way as external candidates. Only candidates who meet the desired qualifications will be moved forward in the search process. Be sure to communicate with internal candidates to keep them informed as to where they are in the process.

## 3 Determine a Short List

✦ *Review Pastoral Profiles and Isolate the Top Three Candidates*

It is helpful to listen to their sermons. You may need to contact them and ask them to provide you with sermons. It is ideal if you can download them from a public website so that you are not just getting the candidate's best two or three messages.

✦ *Interview the Top Three Candidates*

This initial interview can be in person or via video conference call. Often a video conference is a good medium as it allows you to keep the interview time tight and get an initial feel for the candidate. You may also be able to schedule more than one interview while the committee is meeting.

✦ *Prioritize the Candidates in Order of Preference*

You may need to do follow-up interviews or delegate it to a committee member to ask additional questions of the candidate.

**ACTION:** Provide a point of closure for any pastor you have contacted but will not be considering as soon as you have made that decision.

## 4 Dealing with the Preferred Candidate

*a. Contact the Preferred Candidate to Communicate Your Interest*

Let the candidate know that he is the primary candidate and that you would like to consider him more closely. Verify his openness to a move and to your ministry.

*b. Conduct an in-depth interview, face-to-face if possible.*

Review the document *Tips for Finding and Interviewing a New Pastor* (p.23).

*c. Go and observe him in his current ministry, if possible. Be discrete.*

Avoid using your own pulpit to evaluate potential candidates as it can create factions in your church who lobby for a favourite candidate.

***d. Do a Thorough Reference Check.***

Use the references he has provided. Seek input from other sources who know him, if it is possible to do so without violating confidentiality (for example don't call his current board or church unless you have permission!)

Ask questions that assess:

1. Preaching Ability
2. Personal Leadership Skills
3. Discipleship and Leadership Development Track Record
4. Conflict Management Skills
5. Personal Character
6. Supportiveness of Spouse and Family

**ACTION:** Continue to keep the church board informed of your progress with the candidate.

***e. Discuss Financial Compensation with the Candidate***

If you wait until the end of the process to discuss salary, you may lose a qualified candidate due to different salary expectations, and be disappointed that you have spent valuable time only to have a candidate withdraw.

- The FEB Central salary guide can help you and your board.
- Your board will need to provide you with salary guidelines for candidates.
- Be sure to consider one-time moving costs.

***f. Communicate Regularly with the Candidate***

Churches often have events that cause the search committee to pause its activity. Let candidates know what is happening, so they do not wonder if they are still under consideration. Talk about timing of a potential move and how this would impact the candidate's current ministry and family.

***g. Decide Whether or Not to Recommend the Candidate as Your Next Pastor***

Be sure to follow your church bylaws for who makes this decision. It might be that the board makes the decision based on the recommendation of the search committee, or it may be that the search committee makes the decision to recommend the candidate to the church.



## 5 Make the Candidating Arrangements

- ✦ *Decide the Date(s)*
- ✦ *Plan the Itinerary*
- ✦ *Communicate to the Candidate About His Involvement*
- ✦ *Inform Your Church*
- ✦ *Provide Hospitality*
  - Accommodation
  - Meals
  - Privacy
- ✦ *Ideas for a Candidating Sunday and/or Weekend*
  - Invite the candidate to meet with the board and/or other key leaders at a Saturday afternoon or evening meeting.
  - Schedule the candidate to preach in the morning service.
  - Hold a town hall meeting style meeting after church to give church members an opportunity to meet the candidate and ask questions.
  - Make sure the candidate has some downtime to rest and reflect over the weekend.

## 6 Conduct the Vote

Communicate the Procedure to Your Congregation:

✦ *Conduct the Vote*

- a. Following the candidating Sunday, schedule the Vote midweek or on the next Sunday, depending on what will work best for the church.
- b. Invite church members to ask search committee members and board members any questions they have before the vote.

✦ *Inform the Candidate*

- c. Contact the candidate immediately following the vote to communicate the result. If it is positive, extend the call and give the candidate no longer than 48 hours to respond.

✦ *Finalize All Outstanding Matters*

✦ *Communicate the Candidate's Response to Your Congregation*

## 7 Welcome Your New Pastor

✦ *Celebrate His Arrival on the First Sunday*

✦ *Conduct an Induction Service*

✦ *Continue with Ongoing Care*

# Reference Documents

- Where is God Leading Your Church? ..... 12
- The Desired Qualifications for our Pastor ..... 17
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# Where is God Leading Your Church?

## Developing Mission, Values and Vision

### We Worship a God of Vision

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*For thus says the LORD:*

*'When seventy years are completed for Babylon,*

*I will visit you, and I will fulfill to you my promise and bring you back to this place.*

*For I know the plans I have for you, declares the LORD,*

*plans for welfare and not for evil, to give you a future and a hope.*

*Then you will call upon me and come and pray to me, and I will hear you.*

*You will seek me and find me, when you seek me with all your heart.*

*I will be found by you, declares the LORD, and I will restore your fortunes and gather you from all the nations and all the places where I have driven you, declares the LORD, and I will bring you back to the place from which I sent you into exile.'*

Jeremiah 29:10-14

*"But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth."*

Acts 1:8

*"And he brought him outside and said, 'Look toward heaven, and number the stars, if you are able to number them.' Then he said to him, 'So shall your offspring be.' And he believed the LORD, and he counted it to him as righteousness."*

Genesis 15:5-6

### Where is God Leading your Church?

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You should have an idea of where you believe God is leading your church, **before** you call a pastor. You need a balance between general and specific direction. If you are *too specific* you will have trouble finding a pastor who fits. But if you are *too general* you may call a pastor who does not fit.

Knowing the following three elements will help you to determine your church's general direction, which will help you to choose a Lead Pastor who fits with where you believe God is leading your church.

- **Mission**
- **Core Values**
- **General Vision**

A member of the FEB Central team is available to meet with your leaders to help with developing your church's vision, mission, and core values. Please contact us to plan a meeting.

## i. What is your Church's MISSION?

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*"Every church must have a mission. The Saviour has already given the church its mission back in the first century. The mission is to make disciples, according to Matthew 28:19, Mark 16:15, and Luke 24:45-49."<sup>1</sup>*

Malphurs & Penfold

Note that in most evangelical churches, people will agree with having a mission rooted in the Great Commission.

### Sample Mission Statements:

*Our mission is to make disciples of Jesus, to the glory of God."*

*A loving, growing church making disciples of Jesus in our neighbourhood, our city, and beyond."*

*Does your church know its mission?*

## ii. What are your Church's CORE VALUES?<sup>2</sup>

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Your church's Core Values express what is important to you. It is important that your core values be more than biblical truisms. Your values should express unique characteristics that resonate with your church's DNA. You should try to narrow your list of Core Values down to six, with a maximum of ten.

### Examples of Core Values:

Biblical Preaching  
Relentless Evangelism  
Biblical Counselling

Innovative Ministry  
Children's Ministries  
Strategic Partnerships

Pursuing Excellence  
Community Connections

*What are your church's core values?*

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<sup>1</sup> Aubrey Malphurs and Gordon Penfold, *Re:Vision* (Grand Rapids: Baker Books, 2014), 210.

<sup>2</sup> Aubrey Malphurs, *Values-Driven Leadership* (Grand Rapids: Baker Books, 2004).  
This is an excellent book about determining your church's core values.

### iii. What is your Church's GENERAL VISION?

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To develop a specific vision, you need to have your next pastor in place. However, you should have a general idea of where your church is headed.

McIntosh and Rainer suggest that the vision should be the intersection of these three areas:

- The Pastor's gifts and passions
- The Congregation's gifts and passions
- The Community's needs

You will not yet know your pastor's gifts and passions, but you can list and/or discover your congregation's gifts and passions, and your community's needs. As you look for a new pastor, you will want to find one who fits with the general vision that you believe God has for your church.

*What is your church's general vision?*

### Developing a General Vision

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Malphurs and Penfold give a helpful list of items that could be in the vision statement:<sup>3, 4</sup>

*There are a number of possibilities that would convey the vision you see.*

*Following are some:*

- *the church's desire to reach its community,*
- *its vision for making disciples,*
- *its dream for mobilizing the congregation,*
- *its vision for staffing,*
- *its vision for its future location and facilities,*
- *its vision for stewardship.*

*Other possibilities are your mission statement, core values, size, creativity/innovation, prayer, technology, multicultural goals, social issues, treatment of outsiders, church planting, multisite ministry, missions, various types of ministries, areas of passion and so forth.<sup>5</sup>*

*For further help with developing vision, mission and core values, FEBcentral is available to meet with your leadership team*

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<sup>3</sup> Gary McIntosh, *There's Hope for your Church*, (Grand Rapids: Baker Books, 2012), 74.

<sup>4</sup> Thom Rainer, *Breakout Churches* (Grand Rapids: Zondervan, 2005), 114.

<sup>5</sup> Ibid., 159.

- 1. Does your church have a mission statement, core values, or a vision statement?  
If yes, do you think they represent where God is leading your church?**

- 2. Based on your prayer and thinking so far, what items do you think will be part of your church's:**

*...Mission?*

*...Core Values?*

*...Vision?*



# The Desired Qualifications for our Pastor

Below is a sample profile of an idealized pastoral candidate.  
Adjust this template to fit your church's needs and reflect the desired qualities for your next pastor.

---

First Community Baptist Church of Cambridge is seeking the right man to serve as our next Lead Pastor. We are looking for the following qualities:

## **Character:**

We are looking for someone with strong Christian character who meets the elders' requirements of 1 Timothy 3:1-7 and Titus 1:5-9. Our next pastor will be a spiritual man who genuinely seeks the Lord in his leadership of the church, and who encourages us to go deeper in our walk with God.

## **Vision and Growth:**

We are looking for someone who will help us develop a new vision for the next phase in our church's life, in partnership with the board of elders. We desire to see our church grow for the sake of the gospel. We are looking for a pastor who intentionally leads us to grow both numerically and spiritually.

## **Leadership:**

We are looking for someone who is a gifted leader to provide overall leadership to the ministries and vision of our church. The right candidate will have proven leadership experience and a track record of moving ministry forward. Psalm 78:72

## **Preaching:**

We are looking for someone who will preach God's Word faithfully and effectively in a way that feeds our people and is of interest to newcomers and unbelievers who visit. 2 Timothy 4:1-2

## **Evangelism:**

We are looking for someone to lead our church towards a greater outward focus. We desire to reach our community for Jesus and want direction from our pastor in order to strengthen our evangelism and outreach. 2 Timothy 4:5

## **Discipleship:**

We are looking for a pastor who will strengthen our church's discipleship efforts. While we have had good discipleship in the past, we desire to develop a clear discipleship pathway so that people can grow more intentionally in their walk with Christ. Matthew 28:19-20

## **Leadership Development:**

We desire a pastor who will lead our staff and lay ministry teams with excellence and seek to develop new ministry leaders in our midst. 2 Timothy 2:2

Finally, we realize that this description is an ideal and that few pastors will be gifted in every area listed above. We are trusting the Lord to bring us a man with the right gift mix that complements our church's gifts, so we can accomplish His mission together.

# Sample Lead Pastor Job Description

**Title:** Lead Pastor  
**Status:** Full Time  
**Reports to:** Board of Deacons/Elders  
**Purpose:** To be the primary leader of the church

**Specific Duties:** Vision and Leadership (20%)

- Provide overall leadership for all church ministries and operations
- Pray and plan for the present and future regarding vision, mission, goals and strategies
- Oversee church staff and volunteers
- Provide Leadership Development for board, staff, and volunteers

Oversee Sunday Services (20%)

- Prepare and preach Biblical Sermons
- Oversee Service Calendar and Planning
- Lead Communion and conduct Baptisms

Oversee Church Outreach (20%)

- Plan Outreach events and activities
- Initiate Outreach Ministries
- Oversee Welcome Ministries for newcomers

Oversee Discipleship Pathway (20%)

- Develop and Lead a Discipleship Pathway
- Oversee Small Group ministries

Congregational Care (10%)

- Lead and develop the congregational care team
- Make calls, visits, emails, prayers and encouragement for members, adherents and others who connect with our church

Other Duties (10%)

- Provide leadership and support for Baptist and other Christian work in the city and province
- Other duties as required

**Skills Required:** Visionary Leadership      Theological Training      Organizational  
Strong People Skills      Quality Bible Teaching      Management

**Other Requirements:** Must be in agreement with [Church Name]'s Statement of Faith, Vision and Staff Lifestyle Policy, without reservation.

Our Vision is to be: *[Church Vision and/or Mission Statement]*

# Pastoral Selection Guide

*"And David shepherded them with integrity of heart; with skillful hands he led them."*  
Psalm 78:72 (NIV)

FEB Central Leadership Development will refer to your responses to the following questions to help in selecting suitable pastor's profiles to send to your search team for consideration.  
Please submit your completed form to [LD@febcentral.ca](mailto:LD@febcentral.ca)

## Church Details

Name:

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Address:

---

## Search Committee Contact

Name:

Role:

Email:

Phone:

---

Date Submitted:

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As a church, what are your Mission, Values and Vision that will inform the search for a Lead Pastor?

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**Character:**

Your next Lead Pastor should meet the Biblical qualifications of an elder and be known as a man of good character (1 Timothy 3:1-7, Titus 1:5-9). Please add any additional comments below regarding desired personal character in your next Lead Pastor.

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**Competency:**

What gifts and skills are most important for your next Lead Pastor to have?

---

**Chemistry:**

What qualities and experience would make for a good fit in your church and leadership team?

---

**Culture:**

What qualities and experience would make for a good fit in your community?

---

**Experience:**

Please indicate if there is a desired level of education for potential candidates:

---

We are willing to consider a candidate undertaking his first Lead Pastor role: Yes / No

We would prefer a candidate who has pastored a church of:

0-100 \_\_\_\_\_ 100-200 \_\_\_\_\_ 200-400 \_\_\_\_\_ 400-800 \_\_\_\_\_ 800+ \_\_\_\_\_

Please indicate any other experience that is important for your next Lead Pastor to possess:

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**Unique Needs:**

If you have a School, Camp, special signature ministry or a policy that is strongly held which your next Lead Pastor would need to support, please note it below.

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**Other Comments:**

Please indicate any other comments to describe the Lead Pastor who would be the right man for your church.

# Sample Church and Community Profile

*These sample church and community profiles are given as templates for you to personalize and share with prospective pastoral candidates. Be sure to describe special features of your church and community that may be familiar to you but new and interesting to candidates who are not from the area. Remember that you are not only describing your context for potential pastors, but also for their spouses and families.*

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## About our Church:

First Community Baptist Church (FCBC) was founded in 1975 in response to the need for a new church to reach people moving into new subdivisions being built in the north side of Cambridge. Starting with the founding pastor, John Doe, the church has been blessed with good pastoral and lay leadership. Our last pastor, Peter Christian, emphasized preaching and evangelism in his ministry. He was called to pastor a church in another community in September, 2019 after eight fruitful years among us.

Our average Sunday attendance is about 150 people, with room to grow in our auditorium, which seats about 250. The church has a healthy age demographic, with brand age range of individuals and families attending. Our Sunday children's ministry has approximately 40 children attending and is staffed by volunteers from our church. Over the past two years we have baptized 10 people and seen 15 new members join the church.

The church sits on a beautiful property, with ample parking and green space. The main building was built in 1983 and features the main auditorium, classroom space, and a youth room. It is well maintained and we continue to work on upgrades such as a new café in the lobby and the recent painting of the auditorium.

FCBC is governed by a board of elders who are elected by the church membership. Currently the paid staff consists of an associate youth and music pastor, a part-time children's director, a part-time administrator, and a part-time bookkeeper. The board of elders provides general oversight to the church while the Lead Pastor and staff are expected to lead and oversee the day to day ministries of the church.

## About our Community:

Cambridge is a growing city of 127,000 people, located about 45min west of Toronto's Pearson Airport along highway 401. Cambridge, along with Kitchener and Waterloo, makes up a region known as the Tri-Cities. Cambridge features a wide range of amenities such as public, Catholic and Christian schools, plenty of shopping, and a variety of chain and boutique restaurants. The community also features ample park space, ice rinks, community centres and other recreational and learning spaces. Hiking, swimming, sports and other outdoor activities are readily available. The Tri-City Area is home to two major universities as well as community colleges. Industries include a broad mix of manufacturing, public services, and technology.

While there are other churches in the area, the majority of residents do not profess faith in Jesus. There is much opportunity for our church to evangelize and grow in this vibrant community.

# Tips for Finding and Interviewing a New Pastor

Finding the right pastor is of vital importance to your church. Your goal should be to find a pastor who will lead your church forward for the next 6 - 12 years or longer. The following tips are offered to help you in finding the right shepherd for your church.

## Look for 4 “C’s”<sup>6</sup>

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**CHARACTER:** Is he a man of God, marked by integrity, humility and love?

- Meets elder qualifications of 1 Timothy 3 and Titus 1
- Word-driven and Spirit-filled
- *You learn about his character by calling references and hearing how they speak of him.*

**COMPETENCY:** Does he have the gifts and skills needed to lead your church?

- A Strong Leader (Leadership Gifts, Vision, Initiative)
- A Faithful Preacher (Sound Doctrine, Word/Speaking Gifts & Pastoral Delivery)
- Outwardly Focused (Will he lead the church to evangelize the community?)
- A Competent Ministry Manager (Able to implement leadership vision in practical ministries)
- Good with People (Does he attract people? Does he like people? How does he handle conflict? Can he provide pastoral care? Can he train others for the work of ministry?)
- *You determine competency by asking questions about how he handled ministry situations in the past that were similar to what is needed at your church.*

**CHEMISTRY:** Will he fit in well with our team?

- Board, staff and key leaders
- *You learn if there is chemistry by interviewing him and observing him.*

**CULTURE:** Will he fit our church and community culture?

- Consider cultural demographics—small town? inner city? urban centre? White or blue collar?
- Unique parts of your church and community culture
- *You learn if he fits the culture by examining his background and understanding who he is.*

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<sup>6</sup> <https://ronedmondson.com/2016/10/the-4th-c-of-adding-healthy-team-members.html>

## Interview Questions

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You can learn a lot about a candidate's fit for your church by asking questions about how he handled situations that required the qualities you want in your next pastor. For example, if you wanted to learn how he handles conflict, you would ask, "Tell us about a time where you were in the middle of a significant conflict and how you resolved it." Below are some suggested interview questions. You can create additional questions based on additional qualities you are looking for in a pastor.

## Suggested Interview Questions

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### **General**

**1. *Please tell us about yourself, covering both personal and ministry experience.***

This is an open-ended question where he can tell you his personal and ministry background. He will likely tell you about his work history, family, strengths, ministry passion, and why he thinks he would be a good fit at your church. You are looking to understand both the chemistry and culture questions – as you get to know him through this question be asking yourself:

- Will he fit with our team?
- Will he fit with our church culture?

It also helps him feel comfortable in the interview since it is an easy question to tell about yourself.

### **Walk with God**

**2. *Tell us about your walk with God. (if he didn't tell you in #1)***

You want to hear that he has a strong relationship with Jesus, and is a man of prayer and of the Word.

### **Spiritual Gifts**

**3. *What are your primary spiritual gifts? Please share an example of how you have used each of them in your ministry.***

You want to understand the gifts God has given him and make sure they align with your church's needs.

### **Ministry Passion(s)**

**4. *What are you passionate about in your ministry?***

You want to hear his heart and make sure it aligns with pastoring at your church.

### **Leadership Competency**

**5. *You were recently a pastor at \_\_\_\_\_. Tell us about the strategy you implemented to grow and strengthen the church.***

You want to hear what his strategy was in his last position and how he leads.

**6. *Tell us about a time you saw a ministry opportunity and created a new ministry in the church.***

You want to hear if he is good at taking initiative, and to learn more about how he leads from vision to implementation.



### **Evangelism Competency**

- 7. Tell us about any evangelism strategies have you utilized in your ministry. How might you implement those here at our church?**

You want to hear about his past effectiveness in evangelism and what he might do at your church.

### **Discipleship Competency**

- 8. Tell us how you disciplined people to become stronger Christians in your previous ministry.**

You want to see that he has a track record and a plan for discipleship.

### **Leadership Development**

- 9. Tell us how you developed people to become leaders and to grow as leaders in a previous ministry.**

You want to see that he has a track record and a plan for leadership development.

### **Staff Management**

- 10. How have you managed your ministry staff? (Did you have regular staff meetings, annual goals for them to meet, annual performance reviews, etc...?)**

You want to get a sense that he has an idea how to manage and take care of staff.

### **Conflict Management**

- 11. Tell us about a conflict you had in ministry and how you resolved it.**

You want to see that he is level-headed and willing to deal with conflict that inevitably will come.

### **Financial Management**

- 12. Tell us how you have managed the church budget and those of your staff in past ministry roles.**

You want to learn how he thinks about money and budgets, and how he keeps an eye on the budget.

### **Long Term Pastorate - Commitment**

- 13. If we call you to be our pastor, we would want you to have a long term ministry at our church. Would you be willing to commit for staying at least \_\_\_ years (pick a number, probably 5 years), unless there are unforeseen circumstances beyond all of our control?**

You are looking to see if he is in it for the long haul, as successful pastorates tend to be longer. He may not be able to commit definitively to \_\_\_ years, but you just want to hear that he is planning for a long-term pastorate.

- 14. What would you want us to do to support you in having a successful long term ministry?**

His answer will help you understand him better and what he thinks he needs for success. You are also showing that you care about him personally and are offering to support him if you call him. The answer may vary widely from candidate to candidate, as people are motivated in different ways. Ideally you would like to hear a leader say some of the following:

- I need you to support my leadership, especially when people disagree with changes.
- I need you to give me freedom to lead and make day-to-day leadership decisions.
- I need for my family to feel truly at home here, so I need you to care for them as well as me.

# Questions a Candidate May Ask You

He is also conducting an interview—to see if your church would be a good fit for him.

The candidate you are interviewing should be observing the board and the church, and asking questions to determine if he would want to work with you as the pastor. When you interview him, be sure to allow time for him to ask questions. Some questions he might ask are:

**1. *What is your church's Vision?***

He would ask this to see if you have a clear sense of vision. Be ready to share your vision statement, your desire to have an outward focus, and any major plans for the future.

**2. *What do you see God doing in the life of the church?***

He will want to hear from you about what you see God blessing in the church, and hear your hearts for what excites you at your church.

**3. *What do you think is the greatest need at your church right now?***

He will want to know where he may need to focus his energy early in his ministry. For many churches the answer will be evangelism, discipleship, and leadership development.

**4. *Tell me more about the church staff. Do you think they will be here for a while?***

He will be interested in who he would be working with, their roles, and how they are to work with.

**5. *Tell me more about yourselves and your involvement in the church.***

He will want to get to know you more and hear your heart for the Lord and for your church.

**6. *What are the schools like in the community? Are there many other Christians in the schools?***

If he has school-aged children he will be interested in schools and other community services.

**7. *Does the church have any expectations of my wife or kids (ie ministry involvement, volunteer roles, small group involvement, regular attendance)?***

Most pastor's wives are interested to be involved in some way, but prefer not to have high expectations placed on them. Note that the wife's occupation and the age of their kids will impact her involvement.

**8. *Why did your previous pastor(s) leave?***

He will want to know if there are any challenges that might cause him to leave as well, so that he can avoid them, or choose not to come at all if the problems are too deep.

**9. *What is the compensation package that you offer? What does it cost to live in your community?***

Most pastors will be concerned about housing affordability and whether or not the salary will be sufficient to live in the community. The proximity of the pastor to the church will be often proportional to the salary he is paid (higher = closer, lower = further). The closer the pastor is to the church's community, the easier it will be to be an effective evangelist and community pastor, especially if your church is primarily a community church as opposed to a commuter church. FEB Central can provide suggested salary ranges.





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