POTENTIAL PASTORAL CANDIDATE - QUESTIONS TO REFERENCES

Potential Candidate’s Name: ____________________________________________

Name of Person Being Interviewed: _________________________________

Phone Number: _________________________________

Relationship to Potential Candidate: _________________________________

Date of Interview ______________________

(Possible Introduction: “I am a member of the Pastoral Search Committee from ***** Baptist Church. The church has given us the responsibility of bringing viable candidates to the congregation for consideration. We believe in God’s often repeated warning in Proverbs to use a multitude of counselors in order to make safe and sure decisions. Your name was given to us as a reference for Pastor *****, who is a potential candidate for our pulpit. I am going to ask you to be very candid with me so I can take the most accurate, honest picture of Pastor ***** to our committee and the church. I assure you we will be extremely discreet when sharing your responses.)

1. How long have you known Pastor *****? ________________________________

2. What is your most recent regular contact with him? __________________________

3. How would you characterize his ministry? Is he a pastor? (Meaning: Does he maintain close contact with his people and is he involved in their lives?) an administrator? an evangelist? or a public speaker? ________________________________

4. In your opinion, what are his greatest strengths? __________________________

5. What special talents and abilities do you perceive he has? __________________________

6. How would you characterize his pulpit ministry? (issue oriented/topical/textual/expository/evangelistic…) __________________________

7. How would you characterize his pulpit style? (formal/informal/humorous…) __________________________

8. How would you characterize his leadership style? (passive/aggressive/demanding…) __________________________

1. Reference Questionnaire
9. Is he a person with concrete, workable ideas? If you can, please give an example. 

10. Is he able to effectively work with church staff, lay leaders, and the congregation?

11. What is Pastor *****’s personal relationship to the ministry leaders of the church?

12. Do people willingly follow his leadership?

13. Is he able to lead through or in spite of difficult circumstances? If you can, please give an example.

14. Do the churches he has pastored experience spiritual growth? Please give your opinion as to why or why not.

15. Do the churches he has pastored experience numerical growth? Please give your opinion as to why or why not.

16. Would you describe Pastor ***** as a “people person”?

17. How does Pastor ***** react when things do not go as planned?

18. How does he respond to criticism?

19. Does Pastor ***** show a concern and love for the unsaved in your community?

20. Does Pastor ***** have a good reputation in your community? Why or why not?
21. How is he involved in the community? ________________________________
______________________________________________________________

22. How does he treat women in general? ______________________________
______________________________________________________________

23. In what areas are women involved in his ministry? __________________
______________________________________________________________

24. What is his wife’s role in his ministry? _____________________________
______________________________________________________________

25. What are her particular abilities or talents? _________________________
______________________________________________________________

26. Does his wife have a good relationship with other women in the church? _____________
______________________________________________________________

27. Are his children regular in church attendance or involved in ministry? ______________
______________________________________________________________

28. How would you characterize the style of their family? (spiritual/happy/disciplined…) ______
______________________________________________________________

29. Have they had any specific challenges or heartaches that you are aware of? ____________
______________________________________________________________

(Tell a little about your church’s personality and current conditions.)

30. If you were in our place, would you consider Pastor ***** as your pastor? Why or why not? __________
______________________________________________________________

______________________________________________________________

www.carbc.org

3. Reference Questionnaire