

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...) _____

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? __

