

Sample Questions Search Committee Might Ask Prospect

(These questions are set up under three headings: 1) for initial phone call, 2) for first face-to-face meeting, and 3) for second face-to-face meeting. Add, delete, or reassign questions under the three headings as the search committee decides.

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Sample Script and Questions to Ask Prospect During Initial Phone Contact

(If you are calling a large number of prospects, you might prefer not to invite questions from the prospect at this time. You could offer that option during a later face-to-face contact.)

My name is ___ and I am a member of the (position) search committee of (church, city). Thank you for allowing us to begin our consideration of you for the (position) of our church. I know you are busy, and I don't want to take too much of your time. I just have a few questions to ask you so that we can get to know you a little better as we seek to recognize where the Lord is leading us in finding the person for this position. I want to give you a chance to ask me some questions about our church also. I may not have all the answers at this moment, but I can certainly find out for you.

1. First of all, when did you become a Christian and under what circumstances?
2. What event, circumstance, person, or revelation has God used most strongly to lead you to believe he has called you and prepared you for this type of ministry?
3. What do you see as the two or three main purposes of this particular ministry position?
4. How do you measure success in the ministry? How do you know when you have done a good job?
5. Tell me about your education, training and experience that qualifies you for this position.
6. Tell me something about your family. Do they support your calling and vocation?
7. And now, do you have some questions for me?

Thank you so much for your time. Our committee will be praying for you and we ask that you pray for us also as both you and we seek the Lord's will.

Evaluation: Rate this person 1-4, (4 being the strongest)

Pleasant voice ___ Pleasant personality ___ Expresses himself/herself clearly ___
Sincere personal testimony ___ A strong sense of calling ___ Clear purpose for ministry ___
Clear ministry goals ___ Qualified for this ministry ___ Good family relationships/support ___

Sample Questions to Ask Prospect During First Face-to-Face Meeting

1. Who are your role models/mentors for ministry and what about them do you admire most?
2. Describe a typical work week as you prefer it to be. How much time in personal Bible study and prayer, how much time in preparation for preaching/teaching/ ministry, how much time in the office, how much time visiting prospects, the sick, shut-ins? Do you set aside specific family time each week?
3. Please share briefly your preferences or convictions regarding those issues and concerns that have arisen within Baptist denomination and convention life today, such as:
 - a. What words do you use to describe the reliability of Scripture?
 - b. Would you be comfortable with women teaching men or women serving as deacons?
 - c. Do you believe God has already decided who will be saved, or do you believe each person is free to decide whether or not to respond to God's offer of salvation and be saved?
 - d. What role does the pastor have within church governance? What role do deacons have? What is the role of the congregation as a whole?
 - e. What style of worship do you prefer? With what other styles are you comfortable? (contemporary, traditional, western heritage, etc.) What instrumental accompaniment is acceptable to you?
4. In what area(s) of your ministry do you sense the most passion?
5. What are the greatest challenges you have had to face so far in ministry?
6. How much counseling of church members are you willing to do and qualified to do?
7. How involved is your family/spouse in your ministry?
8. What is your leadership/administrative style? Strengths? Weaknesses?
9. Choose which is closer to your personality: (Elaborate if you wish)
 - a. a patient, loving, gentle person
 - b. a driven, passionate, high-standard-of-excellence person
10. Which more closely describes your temperament? (Elaborate if you wish)
 - a. spontaneous, enthusiastic, works-well-under pressure person
 - b. even-tempered, advanced-planning, calm, structured person
11. Which more closely describes your leadership style? (Elaborate if you wish)
 - a. prefer a responsible chain of command and authority with a "hands-on" overseer role
 - b. prefer a team approach with each team member contributing and being responsible in his or her role, expecting others to take care of their responsibilities without a great deal of personal supervision by a superior
12. What is your preferred involvement in the community?
13. What is your preferred involvement in associational/denominational life?
14. What do you do for fun and relaxation?
15. What are your requirements/needs regarding compensation from the church for salary, insurance, etc.?
16. What arrangements do you need for retirement, home ownership/equity?

Sample Questions to Ask Prospect At Second Face-to-Face Meeting

1. What do you expect of the congregation in relation to your ministry?
2. What visions and potential for church growth/ministry growth do you see for a church such as ours?
3. What is your vision for participation of church members in witness, ministry, teaching, missions, and service to one another?
4. How do you balance your ministerial responsibilities for proclamation with responsibilities related to pastoral care/family care?
5. What is your philosophy of stewardship? Are you a tither?
6. How do you prefer to relate to and work with church committees and the deacon body?
7. How do you relate to others on the church staff? (Ministerial and support)
8. How do you handle conflicts with church members or church staff? Have you developed a plan for handling these conflicts?
9. What do you think might be the greatest challenge in working with church staff and lay leaders of any church, not just this one? What do expect would bring the greatest joy?
10. What do you think might be the greatest challenge in dealing with church members in general? What would you expect to bring the greatest joy?
11. What are your goals for continued training and education related to your ministry?
12. How can our church best support you should you be called to this church?
13. What do you believe would be the most important thing for your ministry to accomplish during the first year?
14. Which more closely describes the view you have of your future:
 - a. to become steadily more educated, experienced, and qualified for my ministry in the years to come
 - b. (Being reasonably well-educated, experienced and qualified already) to focus on using the talents, abilities and wisdom I have gained and apply them to the opportunities provided by this ministry. (Elaborate if you wish)
15. Why are you a Baptist? What beliefs and traditions of the Baptist church do you consider the most important?
16. In looking over the original church survey, the pastor profile which we have developed, the job description, the proposed church/minister covenant and compensation package, what do you like, what concerns you, and what would need to be changed in order for you to accept a call to our church should such a call be presented to you?