

Questions for a Search Committee

I. Congregational Profile

1. How is the community profile represented in the congregation?
2. What is the age profile of your church?
3. Tell me the strengths and weaknesses of your church.
4. Name the power struggles within your church.
5. What are the theological perspectives of the congregation?
6. What particular world-views do they have?
7. What social ethical concerns are particularly important?

II. Community

1. What are some long-standing traditions in your community?
2. What are the community's concerns?
3. What is the economic base of your community?
4. What is the racial make-up of your community?
5. How have you considered reaching these people?
6. What is my role in community affairs to be? High-profile? Non-existent?
7. How visible was your last pastor?
8. What is the school system like in your community?

III. Search Committee

1. How was your committee selected?
2. What has your committee's process been?
3. Why do you think you were specifically picked, asked, or chosen for this committee?
4. How much latitude have you been given by your church to negotiate with a candidate over details such as salary and benefits package?
5. How long have you held in your mind that the search process would take?
6. Is your committee supposed to present a unanimous vote to your church on a candidate?
7. Imagine you are the candidate. Would you go to the church? Why or why not?
8. Will you have involvement in the transition process with the coming of a new staff person?

IV. Self image

1. What is an idea that you have seen in other churches that you think would work

in yours?

2. Are there any programs or dimension of your church's life which you would like to change or eliminate?
3. What is your idea of an ideal church member?
4. How would this ideal member relate to the staff?
5. Name some traditions that are important to your congregation.

V. Pastoral Style

1. Name the roles and functions of a pastor as you understand them.
2. What are most important to you?
3. To what style has the church been most accustomed?
4. What kind of leadership do you think would work best with your church?
5. Do you want your pastor to be involved in denominational activities?
6. Which word best typifies your understanding of a pastor/staff person? servant? shepherd? leader? authoritarian? preacher? pastor?
7. Do your pastors traditionally have "open houses"? Any other social responsibilities?
8. Many say that they want biblical preaching. Describe what you would mean by that term. Can you give examples?
9. Are there areas that you prefer not to address from the pulpit?

VI. Staff

1. What do you think is a reasonable work schedule for the pastor?
2. What are the church's expectations of the pastor's wife?
3. What are your policies related to staff vacations, professional meetings, revivals or conferences?
4. Do you have any kind of study leave for the staff ?
5. Do you have staff enrolled in an annuity program for retirement or health insurance?
6. Do you recognize anniversaries of staff members? Are there other built-in "recognition" processes?
7. How often do you have staff meetings?
8. Are there periodic evaluations of the staff? Who does these?

VII. Ministry

1. List the different kinds of ministry in your church.
2. How would you describe each of these?
3. What is your view of deacons?

4. In what ways do your deacons function?
5. How often do you expect your staff to visit the hospital? shut-ins?
6. What is your church's view of women in ministry?
7. Does your church minister to the handicapped?

VIII. Education

1. Describe your education ministry.
2. What curricula do you currently use?

IX. Music

1. Describe your music ministry.
2. What musical styles find appeal in your congregation?
3. How does your church respond to orchestra, sound tracks, classical and contemporary music, drama, and special musical presentations?
4. Do you have a graded choir ministry?

X. Worship

1. What is your sense of the style of worship of your church?
2. Who does worship planning?
3. Does your church have pew Bibles?
4. Does it matter what version of scripture the pastor uses?
5. What are your policies related to Baptism and Lord's Supper?
6. Does your church have a prayer ministry? If so, describe that ministry.

XI. Administration

1. If a conflict situation were to arise between the staff and members of the congregation do you have a plan to deal with the problem?
2. How much input does the pastor have in the hiring/firing process of other staff members?
3. If you become dissatisfied with my work, how will I find out?
4. Who is expected to handle/administer the day-to-day operations?
5. Does your church have legal counsel?
6. Do you have wedding policies? For instance, what is expected of someone approaching the pastor to do a ceremony?
7. Is there a pre-marital counseling process in place?
8. What are your policies for funerals?
9. Is there an accountability process related to each staff member?

XII. Committees

1. What kind of committee system do you have?
2. Do your committees have job descriptions?
3. Which committees are most functional?
4. Do you have a pastor-church relations committee?
5. Do you have a denominational relations committee?

XIII. Polity

1. Can you trace out the process by which decision making is handled in your church?
2. How often do you conduct business?
3. What is the tone of your business meetings?
4. What are your denominational relationships?
5. What is your church's identity in the association, state, and national organization?

XIV. Financial

1. What is your process for budget preparation, promotion, and pledging?
2. How much indebtedness do you have?
3. Do you have a "watch dog" process for collecting, counting, and depositing monetary offerings?
4. Is the salary package you are offering in line with what the last pastor made when leaving?
5. How does your church handle oversubscription of the budget?
6. How does your church handle not meeting the budget?

XV. Membership/Outreach

1. How do you receive people for membership?
2. Do you have a new member packet, program, or orientation?
3. Describe how you do public relations?
4. What mission organizations do you have?
5. How do they function?
6. Is your church involved in mission trips?
7. Most churches want to "grow". In what areas do you think your church needs the most growth "assistance"?
8. Are there plans in place to reach any of these goals?

XVI. Physical Plant

1. What goes on in the church building during the week?

2. Do you have floor plan of your church?
3. What kinds of office equipment do you have?
4. Does your church have a security system?
5. Who has access to the building before or after normal operating hours?
6. Is there an accountability process for check-out and security of church property?
7. Do you have property other than that on which the church is located?
8. Is your building accessible to those who are physically challenged?

XVII. Long-Range Planning

1. Have you had a long-range planning study recently?
2. Is there need for a long-range planning review presently?
3. Relate some of your dreams you have for your church.
4. Describe some of the ways some of those dreams could be realized.