

29 QUESTIONS YOU, as a candidate,
should be asking the church board **before** saying,
“I’ll come.”

or

“Information a pastoral search committee should be prepared to tell a prospective candidate.”

[This short speech is to be delivered after the church is almost ready

to extend the invitation—and not to be delayed and delivered until after he has said, “Yes.”

Skip any you are not comfortable in answering.

1 What is the direction of the church during the next 5 years?

2 What is unique about your church - Why do folks come here rather than to another church close by?

3 Describe changes in the last 5 years: staff, direction, emphases, ministry *[additions, deletions]* Why?

Changes expected in staff in next 5 years?

4 What was the previous pastor’s management style: directive, participative, response to needs, laissez faire, etc.?

5 Name strengths of your previous youth pastor, his leadership style, and the reason he left.

6 What three greatest strengths of your youth group will I enjoy the most?

7 demographics of the community: economic, ethnic, socio-political, religious, etc.

demographics of the church: same or different than community

how many zip codes in the church directory?

community growth patterns

changes in the community in next 5-10 years?

greatest anticipated difficulty [5-10 yrs]

8 What is your definition of a healthy church?

9 Name two or three doctrinal emphases or uniquenesses of your church?

10 What kind of reputation do you have in the community?

involved in community affairs?

major contributions to community?

resolving problems?

hand on the pulse of the community?

local gov’t?

Explain this even if there are no “wrinkles.”

11 Special interest or unusual ministries at the church *[deaf, Spanish, food pantry, rescue mission, soul winning,*

international missionaries, enormous VBS, annual summer missions projects, etc.]

12 Do you have any expectations for wives of staff?

13 Have you already interviewed other candidates for this position?

What qualities have been hardest to find? Have you been turned down by candidates?

14 Pastors are members of what professional groups?

15 What was your most recent problem and how it was handled?

16 Name one strength of each staff member and church officer?

17 Give me a strength of any previous Youth Pastor? What did the kids appreciate most?

18 Are there conferences the pastoral staff attends each year for professional development?

19 What involvement is expected of pastoral staff in ministries outside of the local church?

How do you share your staff with the larger Church?

20 How could I get hold of a disgruntled former youth staff member and/or church member?

21 If your church were a woman, what would she be like?

She would drive a _____, eat in _____ restaurants, listen to _____ music, be _____ years old [at heart],

have _____ interests & hobbies, be _____-type personality, saved how long? _____

spiritual level of commitment [still a babe, already an adolescent, a mature believer?]

growing spiritually, _____, etc.

22 Do you enjoy denominational or association ties? Name a couple of nearby churches of like mind.

23 Name a strength of any evangelical churches in the area?

24 From what kinds of churches do folks transfer?

25 To what churches do they go? How many left last year? Key posts vacated?

26 Who is carrying "my workload" now? How do they feel about transferring responsibilities?

27 How would you use my time if the job were yours? ___% admin ___% church or staff meetings?

___% planning ___% preparation for teaching ministries ___% reading ___% weekly youth meetings

___% meeting with people in the church for whom I am directly responsible

28 What should I have asked that I didn't?

29 **Next year when you evaluate me, what specific 3 key criteria will you use to determine whether I have done a good job or a mediocre job?**