

PASTORAL SEARCH PRINCIPLES

PRAY, PRAY, and PRAY SOME MORE. Remember, TRUST is CRUCIAL!

Determine the kind of pastor you need before you entertain any names/personalities.

Understand that every pastor is flawed--know what you are willing to "cover" and what you are not willing to accept.

Think in terms of "maximizing his strengths" rather than "improving his weaknesses."

Recognize that most churches have a difference between what they "want" and what they "need."

In general, try not to use possible candidates as "pulpit supply."

Don't "get serious" with any candidate before they have been vetted by the Region.

Offer as much as you legitimately can in financial support—don't hold back.

Confidentiality is critical—inform generally, but keep specifics to the search committee.

Review resumes, and even make "initial contact" with more than one if you wish, but seriously consider one interviewee at a time—seek to avoid "competition."

Once you have a priority person, contact them, send them the church information packet (see the manual), and arrange a phone interview.

Using the suggested questions from the manual (21-23), your own list of health/needs, and the submitted resume, develop a list of questions to ask via the phone interview to determine if a full interview is warranted.

If not, inform the person that you appreciate their interest, but you are going to continue to search at this time.

IF YES, then arrange for an in person interview with the full pastoral search team. Require the wife to come along. Be willing to pick up the tab for any travel costs. Again, develop a list of questions and use the interview suggestions from the manual for guidance. Be prepared to discuss financial package at this interview should the process seem positive.

CHECK REFERENCES COMPLETELY AND CAREFULLY! Use the reference questions in the manual as a guide, and include this one as your final question: "Is there something I should have asked you about this candidate that would have helped me understand the essence of who he is?" THEN WAIT FOR AN ANSWER!

IF THIS PERSON STILL SEEMS LIKE THE ONE AND YOU WISH TO CANDIDATE THIS PERSON, STOP!!!! Be sure they are credentialed with the Missionary Church before you move to the candidating stage!

If you wish them to be considered as a candidate (ONLY ONE AT A TIME), use the Candidating Weekend guidelines from the manual (pg 31) for ideas.

PASTORAL ROLES/RESPONSIBILITIES

I compiled this list for any church seeking a pastor to help search committees understand the multi-faceted nature of pastoral ministry.

<i>Preaching</i>	<i>Teaching</i>	<i>Worship Oversight</i>	<i>Counseling</i>	<i>Prayer</i>
<i>Pastoral Care</i>	<i>Administration</i>	<i>Vision-Casting</i>	<i>Spiritual Example</i>	
<i>Training/mentoring/leadership development</i>		<i>Evangelism</i>	<i>Team-building</i>	
<i>Age level ministries oversight</i>		<i>Community involvement</i>	<i>Personal disciple making</i>	

Because no one pastor is likely to be great at all of these areas, one of the keys is to identify which of the above areas are “covered” by gifted people within your congregation. That should be clarified first; then a church should in general seek out potential candidates whose gifts/skills are in the areas the congregation does NOT already have strong gifts/skills to cover. REMEMBER that pastors work best when they can maximize time invested in their strength areas, rather than trying to develop their weak areas (which often results in their strengths being compromised and their weak areas not getting a whole lot better!).

IN OUR CONGREGATION, THE ROLES WE SEE AS MOST IMPORTANT ARE....

IN OUR CONGREGATION, THE ROLES WE NEED MOST ARE.... (this can and often is a bit different than the ones you see as most important—for instance, a church may see “pastoral care” as their most important role, but know that what they really need to be Kingdom-effective is “vision casting.”)

OUR CONGREGATION IS ABLE TO “COVER” THESE BEST FROM THE ABOVE LIST....