

PROPOSED QUESTIONS TO REFERENCES

WE REALIZE THAT YOU MAY NOT HAVE SUFFICIENT INFORMATION TO ANSWER ALL OF THESE QUESTIONS, BUT I WILL APPRECIATE YOUR ANSWER TO AS MANY AS YOU FEEL COMFORTABLE RESPONDING.

1. How long have you known this person?
2. How do you know him? What is the nature of your relationship?
3. Have you ever been in his church?
4. What were your observations and reactions?
5. Does he motivate people to do the work of the church?
6. Does he relate well to other staff members? (supervision)
9. What were your observations about the staff? (friendliness, competence, etc.)
10. What is his leadership style?
11. Are you aware of any turnovers with the staff or problems within the staff?
12. On a scale of 1 to 5, how do you rate his ministry? (5 as highest)
13. What are the areas of emphasis in his ministry?
14. What kind of preacher is he? (expository, topical, other)
15. What is his preaching style? (Dynamic, dull, loud, etc.)
16. Does he preach biblical sermons? (doctrine)
17. What are his study habits?
18. Are you familiar with his pastoral care roll?
19. On a scale of 1 to 5 how would you rate his pastoral care?
20. In what area is his pastoral care most effective?
21. In what area is it least effective?
22. How does he relate to the various age groups in the church?
23. Does he participate in community activities?
24. What are his greatest obvious strengths?
25. What are his greatest obvious weaknesses?
26. What do you know about his financial responsibility? Personal.... Church....
27. How does he handle criticism? . . . conflict? . . . confrontation?
28. Does he have a good sense of humor?
29. How would you rate his administrative skills?
30. In what way does he demonstrate a genuine commitment to missions?
31. Does he support the Association and the State Convention?
32. Does he support the Cooperative Program?
33. What do you know about relationships within his immediate family?
34. Is his wife directly involved in his ministry? In what way? Is she supportive?
35. What are his major accomplishments while pastor of your church?
36. If your church was seeking a pastor and you were on the search committee, would he be your first choice? Why or why not?
37. Would you please share the name of one other person that you feel the pastor search committee should contact as a reference?

(These are more than enough questions. Please be considerate of the reference and the time involved.)