

## **SAMPLE QUESTIONS A SEARCH COMMITTEE SHOULD BE READY TO ANSWER**

1. How would you describe your church?
2. Why was the church started?
3. What is this church's purpose? What is the church's unique role in this community?
4. How would you describe the atmosphere of:
  - a. worship services?
  - b. small group Bible studies (Sunday School, etc.)?
  - c. deacon meetings?
  - d. business meetings?
5. What style of worship does the church prefer? (traditional, contemporary, etc.)?
6. What is the church's position regarding:
  - a. Doctrinal/moral issues such as reliability of scripture, Baptist Faith and Messages 1963 and 2000, women in leadership roles, divorce?
  - b. Involvement with the local Baptist association?
  - c. Support of state and national Baptist conventions?
  - d. Tithing?
7. What is the church's concept regarding growth? Does the church have a plan for growth? What is the single biggest obstacle to growth in the church?
8. When did your last new members join?
9. What strong ministry does the church have? What new ministry initiatives has the church launched in the last five years?
10. Is there any conflict in the church now?
11. How are decisions made in the church?
12. How active are the deacons (in visitation, etc.), and how do they perceive their role (support/ministry/authority/etc.)?
13. What are the things that unite this church?
14. Where does the church want to go? Does the church have a viable missions statement?
15. What administrative responsibilities will the new staff person have? What administrative authority will the new staff person have?
16. What will be the new staff person's responsibilities and authority in regard to worship services?
17. What are you looking for in a (position)? Why?
18. What were the strengths and weaknesses of your previous (position)? Why did the last (position) leave?
19. What are your expectations of the new staff person's family?
20. To whom will the new staff person be accountable? How will the new staff person's ministry be evaluated?