

## **Guidelines for interviewing organizing pastor candidates**

### **The Committee on Home Missions and Church Extension**

The Committee on Home Missions and Church Extension offers the following guidelines to presbytery home missions committees for their use as they evaluate candidates and consult their references.

Leadership: Organizing pastors should be able to communicate and impart ministry vision.

- Does the candidate possess the ability to think creatively about how best to fulfill the great commission in his community?
- Is the candidate able to bring people to a place of embracing the vision for the congregation?
- Does he lead wisely and humbly, with appropriate reliance on fellow overseers.
- Is he a proven leader of people?
- Has he successfully trained men for church office?

Evangelism: Organizing pastors should be able to clearly bring the gospel to bear upon the lives of unbelievers and stimulate others to do the same.

- Does the candidate see all people in the following ways?
  - They bear God's image and are worth knowing
  - They are marked by sin and misery and so are in need of Christ
  - They are invited to believe in Christ for their everlasting blessing
- Does the candidate believe in the free offer of the Gospel to all? What does that look like/sound like in his evangelism and preaching?
- Does the candidate have meaningful gospel conversations with unbelievers?
- Does the candidate see people who are providentially brought into his life as those whom he should seek to reach for Christ?
- Does the candidate engage unbelievers with a view toward sharing the gospel with them?
- Is the candidate committed to the formation of a culture of evangelism in the church? Does he have a plan to do so?
- Does the candidate know how to train people to bear Christian witness?
- How does the candidate practice hospitality?
- Is the candidate desirous and able to develop relationships with unbelievers?

Body Life: Organizing pastors should be able to equip and mobilize core members in ministry.

- Does the candidate believe in full-membership service? How does he relate this to sessional oversight?
- Has the candidate been successful in helping people identify and utilize their ministry gifts and in delegating responsibilities to them?
- Does the candidate respond to passive members in ways that encourage engagement in church life?

Preaching: Organizing pastors should be able to preach clear, accessible messages that will touch the souls of the saints as well as call unbelievers to repentance and faith in Jesus Christ.

- Is the candidate committed to making preaching a priority in his ministry? Does his weekly schedule reflect such a commitment?
- Does the candidate view preaching as Christ's voice to all who are present in the worship service?
- Is the candidate able to preach in ways that inform, convict, comfort, and assure those who are listening?
- Is the consolation of the gospel prominent in his preaching?
- Is the candidate willing to begin his ministry with one Sunday worship service, if the overseeing session advises it?