

Kevin Harney's Suggested Questions for Church Boards to Ask Pastoral Candidates

The context: Examples of questions to ask pastoral candidates (or key staff members) if you want to be sure they will maintain the outreach vision and help propel it forward. Please feel free to use, edit, or change as you see fit.

- Tell us about the people in your life that you are close with that are still far from Jesus. How are you walking with them toward Jesus?
- How much time do you spend in a normal week with people you love who are not yet followers of Jesus? How are you growing in this commitment?
- Share your personal testimony with us in a way you would articulate it for a person who has not yet surrendered their heart to Jesus.
- Share the gospel with us in a way that you feel would connect for a person who is spiritually curious but not yet a Christian.
- Tell us about how you have led evangelism at your last place of ministry.
- *Have one of your search team members describe your church vision for outreach and how you are moving it into the culture of your congregation. Then, ask:* How would you see yourself leading our church forward in growing this vision and movement of evangelism?
- *Have them read Organic Outreach for Churches and ask:* Can you personally engage in this level of church-wide intentionality around the call to sharing the gospel?
- Ask if they would be excited to spend time on a monthly basis leading outreach in the context of the church board.
- Ask if they would be willing and excited to be held accountable in their personal evangelism on a monthly basis.
- Any other questions you feel would help you discern if they are fully committed to tenacious commitment to the work of the Great Commission.