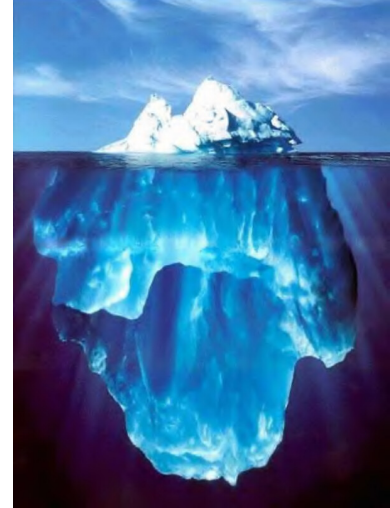


5. What a potential pastor should know?

What's under the Iceberg?

Reality is not always on the surface during the pastoral search process. Approaching a first or new pastorate requires prayer, discernment and gathering as much information as possible. Philip Wylie warned about lacking relevant information when he said "Ignorance is not bliss - it is oblivion." Any poor decision by church or pastor may have long term consequences. Many breakdowns in relationships arise from a clash of expectations. What lurks beneath the surface of the iceberg will soon come to the surface. It must be better to conduct some investigations of your own.



It is through asking questions that we discover relevant information and form relationships. A potential pastor will be asked numerous questions especially if the church follows the guidance notes prepared by Rural Ministries. Preparing in advance some questions of your own is essential. Take the opportunity to ask a range of people. There may not always be an "official" answer because of different viewpoints but your aim is to develop an overall perspective that will aid in decision making.

Questions a potential pastor should know the answers to.

1. How do you understand the role of a pastor?
2. What are the expectations you have for a pastor?
3. How are the key decisions made and by whom?
4. What are the procedures regarding pastoral appointments and tenure?

5. What a potential pastor should know?

5. What theological label or description best describes your church?

6. What do you think are the defining characteristics and dominant personalities that make the church what it is today?

7. How has the church demonstrated that it is open to new people and wants to grow?

8. What is the current position regarding church finances? Who determines how available finance is used?

9. When was the last major church conflict? What were the issues and how was it resolved?

10. What are the biggest challenges likely to be faced by a new pastor?

11. What is the perspective on relationships with other churches?

12. What support is available for the pastor and his family?

13. What salary, benefits and housing may be available? What is the salary review process? What about sabbatical arrangement?

14. What happens next?