

Questions for Emmanuel PSC

1. Current vision for church? When was it developed? Still effective?
2. What makes Emmanuel unique?
3. What would you say the core values are for Emmanuel?
4. What Bible translation is used? Comfortable with ESV change?
5. Why me? Incredibly flattered to be in this interview.
6. What is Emmanuel looking for in a pastor? Survey helpful on this, what kinds of comments are you hearing? What do you want in a pastor?
7. What is the length and style of preaching the church is used to? I try to stay 25-30 minutes around 1 central big main idea, typically exposition through major chunks
8. What role do deacons play? Relationship with pastor? Process of selection, rotation, terms?
9. Church makeup? Age, ethnicity, background, etc.
10. Obstacles and opportunities for growth?
11. What small groups exist? How does Sunday school function? Curriculum used?

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12. How does church expect pastor to interact with committees?
13. What does the church council do? Open to becoming a strategic leadership team?
14. Cooperation with other churches? Manatee Association?
15. Safety & Security in place?
16. How are decisions made? What has to get voted on and what can be led by leaders?
17. History of conflict? Most recent issue of conflict and how was it resolved?
18. Is pastor the moderator? What role does pastor play in business meetings?
19. Position of church on divorce & remarriage? How does it apply to leadership? Deacons? Ministry staff?
20. What are the current outreach & community engagement efforts? What kind of fruit are they showing?
21. Open or closed communions? How often? How is it done?
22. What are expectations for my family? For Carrie specifically?

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23. What are expectations for office hours? Study/prep off campus?
24. How does pastor relate to staff? Regular meetings? Lines of reporting? Relationship with personnel committee?
25. What are strongest & healthiest ministries in church? What makes them strong?
26. Would you say you have strong guy leaders in church? Health of men's ministry?
27. How are visitors assimilated into membership?
28. Baptisms in last few years? Regular, rare, sometimes?
29. What are land mines? Preaching? Change? Traditions? Theological?
30. Children, youth, and young families ministries - health & effectiveness? Openness of church to significant investment?
31. Current debt, condition of facilities, financial health, current staff dynamics
32. What role will Rick play in transition and after retirement?
33. What timeline are you working with? Next steps?