



Top 10 Pitfalls to Avoid Ministerial Search Teams

TREATING THE SEARCH LIKE A BUSINESS HIRE

Instead: Anchor the process in prayer and discernment. Set aside regular time for spiritual reflection and seeking God's will together.

RUSHING TO FILL THE POSITION

Instead: Slow down. Build trust, define your process, and create shared expectations before reviewing candidates.

SKIPPING CONGREGATIONAL INPUT

Instead: Involve the wider church early. Gather perspectives and communicate openly to foster unity.

CHOOSING THE WRONG TEAM MEMBERS

Instead: Prioritize spiritual maturity, listening skills, and collaboration over titles or popularity.

FAILING TO DEFINE A UNIFIED VISION

Instead: Clarify who you are and where God is leading. A unified vision helps you discern the right fit.

NEGLECTING TO CREATE A CHURCH PROFILE

Instead: Document your church's identity—history, values, programs, challenges, and community context.

RELYING ONLY ON RESUMES

Instead: Go deeper. Use interviews, references, and storytelling to assess alignment beyond credentials.

WEAK BACKGROUND CHECKS

Instead: Conduct thorough checks—including online presence and references beyond those listed.

BREACHING CONFIDENTIALITY

Instead: Establish and uphold strict confidentiality policies. Trust within the team is essential.

IGNORING INTERNAL TEAM DYNAMICS

Instead: Name roles, manage conflict constructively, and build a culture of honesty and grace within the team.

Final Encouragement

Your next pastor is more than a hire—it's a spiritual call. Avoiding these pitfalls helps your team listen well, discern faithfully, and lead your church into its next chapter with health and hope.

Need guidance?

The Center for Healthy Churches-PneuMatrix has helped hundreds of congregations find the right fit.

Learn more at
chchurches.org.