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- Invite God to be part of this process. Remind yourself and others that His wisdom is available to those who pray for it (James 1:5) and work for it (Proverbs 2:1-5).
- The process is as important as the product. The Christians on the Search/Interview committees are not just doing a job but are participating in an opportunity to grow spiritually. You can learn about God, about others, and about yourself.
- What are your rules? What are the spoken guidelines? What are the unspoken expectations?
- Spend five minutes at the end of each session to evaluate the process. How did we do? Was I heard? How am I feeling about what we are doing? How am I relating to others in the group? Do I feel part of the team?
- Consider a “no suicide” contract. Sometimes people get tired, disillusioned, or frustrated when working on a project. They may quit unexpectedly in disgust: “Now they will know how important I was.” A better way is to keep current. It may be in the process of this selection that one or more will have a good reason not to complete the assignment. Communicate to the group your intentions and reasons and give them time to adjust to your absence on the committee.
- When you are pursuing a “good preacher,” your first task is not to “hire” him. The first objective is to help you and him determine if the Hendersonville church of Christ is a good fit. When and if you talk with a “good preacher,” and you and/or he decides it is not a good fit, you have been more successful than if you had “hired” a “good preacher” that doesn’t fit.
- Keep in mind that it is not only the preacher that is “trying out” in this process. The congregation is also “trying out.” Both have choices. If he is a “good preacher,” he is watching and investigating every aspect of this congregation just as you are watching and investigating him.
- Don’t promise prospective preachers much.
- Do what you promise.
- Keep everyone in the process informed. This is a time of stress for many people. If a person is no longer in consideration, let him know it. If it will be longer to complete a particular phase than you stated, let the people involved know it. If it has been some time since you communicated to those involved and you don’t have anything to say, let them know you don’t have anything to say.

- Keep the congregation informed. On a regular schedule (two to three weeks), give a brief report. Obviously, no names will be mentioned. Communicate with specifics: “We have received 63 suggestions from members at Hendersonville and 42 résumés have been submitted. We have contacted all but 6 who were not available. Ten said they were not interested in further consideration.”
- Be sensitive to the family. The wife and children will be part of the decision and will be vital to the happiness after the move. A special activity for the children when they visit will make an impression. Leaving them in a motel to watch TV while Dad is being interviewed will also leave an impression.
- When the family visits to begin making the final decision, continue to plan activities to give them information about the church and community, but also leave adequate free time. They may need time to pray, talk about you, question, doubt, make calls for advice, and think.
- Do diligence on checking references. Jesus said, “You shall know the truth and the truth shall make you free” (John 8:32, NKJV). It has been my experience that many people do an inadequate job of learning about prospective preachers. It is my opinion that you are not ready to select a preacher (and the preacher is not ready to select you) until you know – not only what you like – but also what you don’t like and how you will put up with it. If you are not aware of his weaknesses, you don’t know him well enough. See *Reference Interview Form*.
- Plan a *Funeral – Graduation Party* at the conclusion to celebrate your good work and to reflect on what you have learned about God, about His church, about others, and about yourself.

I appreciate your willingness to work in this significant way in this congregation at this time. I have enjoyed our time together. I have been glad to give some thoughts on the process. I will not be involved in discussing the persons you will be considering. I will not be a reference for or a critic against the men who will be considered.

May God bless you as you seek His wisdom in this process.

Consider what others and I have said and feel free to:



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