

Policy #06  
**EXAMINATION FOR SUITABILITY OF THE MATCH BETWEEN A NEW PASTOR  
AND CALLING CHURCH**

**COM Approval:** October 20, 2022

**PGA Approval:** N/A

The examination for suitability of match is one of the final steps in the process of a church calling a new pastor. The Examination for Suitability of Match is performed by an ad hoc committee assembled for that purpose by the COM Liaison to the PNC.

**In Attendance from the Church:**

The Pastor Nominee, and

The Pastor Nominating Committee (PNC) - All members of the PNC are welcome.

**In Attendance from the Presbytery:**

The COM Liaison from the Committee on Ministry and one other person recruited by the COM Liaison. This may be the congregational consultant from the presbytery staff, when that best suits the context.

**Purpose:**

As Presbytery has final approval of a pastor's call, the primary goal of this examination is a recommendation to COM regarding the suitability of the match between a prospective pastor and the church considering the call. Equally important, however, are the following outcomes:

- To acknowledge the work of the PNC.
- To identify potential issues and opportunities in this new shared ministry.
- To pray for the candidate, the PNC, and the church.
- To encourage the PNC to covenant to a plan of support for the nominee, especially during the first year of service.
- To position Presbytery as a resource for both Associate and Head of Staff in multiple staff scenarios.
- To obtain feedback from the PNC regarding their experience of the Presbytery's role in the search process.
- To file a written report regarding each clergy person recommended to a new call.

**Preparation:**

All present should have a copy of, and be familiar with, both the Church's Ministry Information Form (MIF) and Pastor Nominee's Personal Information Form (PIF). [Suitability of call interviewers](#) [Presbytery representatives in the examination](#) should also canvas Presbytery staff ahead of time for any pertinent information or concerns.

**Topics for Examination:**

- What are the primary qualities of the nominee that led the PNC to choose him or her?
- How does the nominee fit into the vision and mission of the church?
- What aspects of the church most draw the nominee to serve there?
- What are the greatest challenges anticipated?
- How might the PNC best support the nominee in the coming year?

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- What is the clergy person's plan for self-care?
- How could Presbytery be more helpful in the search process?

**Timing:**

When narrowed to 2 to 3 candidates, the COM Liaison arranges the Suitability of Call interview with each final candidate and PNC.