**Common Mistakes Pastor Search Committees Make**

Every Pastor Search Committee is different. Every church is different. However, there are some common mistakes that are easily identifiable among Pastor Search Committees we observe.

1. Reacting against their previous pastor.
2. Being closed off to anyone different from their previous pastor.
3. Having unrealistic expectations.
4. Failure to agree on the pastor profile.
5. Having unorganized and unproductive meetings.
6. Failure to have a common response to congregational questions.
7. Not casting a broad enough net for candidates.
8. Rushing the resume process.
9. Not comparing candidates to the profile.
10. Failure to communicate with the congregation and manage expectations.
11. Being too influenced by special interest groups.
12. Failure to ask the right questions.
13. Failure to engage the spouse.
14. Taking too long with the interview process.
15. Failure to perform adequate reference and background checks.
16. Not notifying candidates.
17. Judging candidates by preaching ability alone.
18. Putting too much emphasis on a particular style of preaching.
19. Failure to follow church bylaws.
20. Not following through with promises made during the recruitment process.