**Prophet, Priest and King Analogy**

The classic understanding of Jesus’s ministry is that He was a PROPHET, PRIEST, and KING. These are often referred to as the “offices of Christ” and the three roles or primary functions of a pastor.

Though Christ was the perfect example of these facets, and we know that we can’t hire Jesus, it can be helpful to assess candidates through these three lens. A viable candidate should reflect competencies in all three of these key areas.

**Prophet** – preaching, teaching, evangelizing

Questions to Ask: Can the candidate effectively communicate the Word to us? Is he both a gifted preacher and teacher?

**Priest** – pastoring, shepherding, praying

Questions to Ask: Can the candidate effectively minister to us? Does he have a pastor’s heart? Does he love hurting people? Is he a man of prayer?

**King** – Leader, manager, visionary

Questions to Ask: Can the candidate lead us and our staff? Can he run the organization of our church? Does he have vision?

Key Question: How would you rank how Hess prioritized and performed in these areas?

Key Question: In the selection process, which will you give the most weight, or are they equal?

If you don’t know the answer include a question on the congregational survey that calls for prioritizing the three areas. Don’t be surprised if the staff have different answers than the congregation.

Design face to face interview questions around these three areas.