

POSSIBLE INTERVIEW QUESTIONS

1. Tell me about your Christian conversion and call to ministry.
2. Tell us about your spiritual walk with Christ. Has He been revealing anything specifically to you during the past 12 months?
3. What do you believe is the core mandate of the Great Commission, and if you were the _____ pastor, how would you go about achieving that core mandate?
4. Of all the nearly limitless possibilities of different programs in a local church, which to you are non-negotiable?
5. Briefly describe why you think the _____ ministry is important in the life of the church today and explain how you feel it should fit in the overall mission of the church.
6. Describe, in your opinion, the single most important element of an effective _____ ministry.
7. What brings you the greatest joy in ministry?
8. What causes you the most frustration in your ministry?
9. Of all the things you have done in ministry, what is the one you hope never to be asked or required to do?
10. What kind of people do you have the most difficulty working with?
11. What is the greatest number of lay volunteers that you personally recruited and given leadership to in any ministry or in all ministries in one local church?
12. Name the last 3 most influential books you've read and when you read them.
13. Are you more project-oriented or people-oriented?
14. If one of the people from your current church who is not a fan of yours were sitting here with us now, what criticism would he/she have of you?
15. Can you relate to members of the church who are very diverse in education, income, etc.? Do you see them all as persons created in the image of God, and can you love and respect all?
16. What would your wife name as your shortcomings? (We will ask her, too!)
17. What were your three most important responsibilities in your last church?
18. What was your greatest contribution in your last church? (What will last?)
19. When it comes to finances, are you more of a "faith" person or a "facts" person?
20. Were you overworked or underworked in your last church?
21. Are you a night person or a morning person?
22. Tell me about one of your greatest "failures" in ministry. (Wait for answer, then ask - What did you learn?)
23. Have you ever had to make an "unpopular decision"? Tell me about it.
24. Now that you have studied our church, what areas do you think we need to improve? Can you help us?
25. Do you prefer serving on a team of leaders or leading a team of leaders?
26. If leadership is influence and people follow influencers, why do people follow you?

27. On Sunday morning, do you find yourself migrating toward church leaders, regular attenders, or visitors?
28. If your supervisor gave you 23 assignments to complete in one week and you felt you could only accomplish 14 of them, what would you do?
29. What do layleaders in your church compliment you on the most?
30. If you were to join our team, how long do you envision yourself as part of the team?
31. How often do you share your faith in one-to-one evangelism?
32. Please relate how you believe the _____ Pastor should relate to the Senior Pastor, Executive Pastor, other staff members and the church as a whole.
33. Do you view the pastoral staff as being called by the church, or working at the pleasure of the Senior Pastor?
34. How many outside engagements/conferences are you already committed to?
35. Do you support the Cooperative Program?
36. What are your thoughts concerning the *Baptist Faith and Message*?
37. How do you feel about current disputes within our Convention?
38. What are your convictions concerning alcohol and drugs? Gambling? Pornography? Racial prejudice? Divorce? Remarriage?
39. Is your wife supportive of you and your ministry? If relocation is involved, how does your family feel about relocating?
40. Is there anything in your past we have not discussed that we should know about?
41. What do you do for fun on your days off?
42. Why are you leaving your current church?
43. If you were to join the team, what kind of financial compensation would you expect? (Note: This is generally not asked during the first interview.)