

Pastoral Applicant Interview Questions

PERSONALITY & BACKGROUND

1. How did God call you to the ministry?
2. As you look back over your life, what were some of the most important choices that you made?
3. How have your faith and outlook changed since you first entered the ministry?
4. Why are you a minister with Open Bible Churches? Is that significant to you?
5. Describe your personality from your spouse's perspective and then from your children's perspective.
6. What title do you prefer?
7. Have you ever been arrested or charged with a crime? If so, please explain.
8. Do you bear financial indebtedness that would impact your freedom in any way to minister as pastor of this church?
9. Have you or your spouse been previously married?

PRESENT MINISTRY

10. Please tell us about the ministry you are in right now.
11. As you look back, what has happened that you feel best about?
12. Is there anything in your present place of ministry that is disappointing to you?
13. If you were to stay there another five years, what would you like to see happen?
14. Why are you leaving (or did you leave)?

LEADERSHIP STYLE

15. How would you describe your methods of leadership?
16. What in the ministry do you consider to be your strength?
17. If someone from your current or previous church is not a fan of yours were sitting here with us now, what criticism would he or she have of you?
18. Describe your decision-making process.
19. Do you consider yourself to be visionary? Discuss.
20. Are you more of a risk-taker or do you tend to be more conservative?
21. How do you communicate and "sell" your vision?
22. What do you understand the administrative role of the senior pastor to be?
23. Do you see any difference in the administrative needs of our church compared to where you are ministering now?
24. How do you determine what priorities to put on tasks you must do?
25. When faced with conflict, do you avoid, confront, seek resolution, delegate, hope it goes away? What is your conflict management style?
26. Do you maintain office hours? Describe.
27. How do you handle pressure? Pull back? Retreat? Reflect? Get aggressive? Align allies? Ignore?
28. How do you prefer to work with church leaders or board?
29. What is your approach to the church's financial stewardship? Are you a "faith" or "facts" person?

MINISTRY

30. What brings you the greatest joy in ministry?
31. Describe the process you go through when you are preparing a sermon?
32. What is your preferred practice regarding pastoral calling? Do you do it? Delegate it? What do you do about it?
33. What emphasis do you place on pastoral counseling? What is your training/experience?
34. Do you consider yourself a pastoral shepherd? What does that mean to you?
35. How do you feel about _____ (children, youth, etc.)?
36. What role does your family play in your ministry? What is your spouse's role? Is she comfortable with that?
37. How much involvement do you want personally in the community?

OUR CHURCH

38. From what you know about and have learned about our church, is there anything that seems particularly challenging? How do you see your gifts matching up with those challenges or opportunities?
39. If you were to become the lead pastor of this church, what are some of the things you would try to do during your first year here?

PERSONAL BALANCE

40. How do you maintain your own spiritual, emotional, and physical health?
41. Discuss your work habits in allocation of time, including preservation of personal/family time.
42. Are your spouse and family supportive of you and your ministry? About this possible change? What about moving?
43. Are there any difficulties in the home or anywhere in your family life? Finances? In-laws? Children? Etc.
44. How do you like to spend your free time?

FINALLY

45. Why did you submit your resume?
46. What evidence can you provide that demonstrates you are both accountable to leaders over you and ask for accountability from those you lead?
47. Have you ever been under discipline as a minister? If so, explain.
48. After all of this, what have we left out that we should have covered?
49. Is there anything in your past we have not discussed or asked you, that we should know?
50. Are there questions that you want to ask of us?