

Pre-Interview Questionnaire for Phone or Written Response

1. Describe your call to the ministry.

2. Share a few of your most rewarding experiences in ministry.

3. Share a few of your greatest disappointments in ministry.

4. Describe your philosophy of ministry as it affects the following areas.
 - a. Personal relationships:

 - b. Developing Leaders:

 - c. The role of the minister and the layperson:

 - d. Discipleship:

 - e. Measuring success in your area of ministry:

5. List what you believe to be some of your God-given strengths.

6. Give examples of how you use those strengths effectively in ministry.

7. List the challenges or weaknesses that God is helping you to work with or overcome.
8. Explain the steps you are taking to work with or overcome those challenges or weaknesses.
9. Describe what you see as the most effective approach to Sunday School and discipleship programming.
10. Describe the impact of your ministerial position on the Sunday morning worship service.
11. Describe the pastoral leadership style that best compliments your personality.
12. Share the ministry vision God has place on your heart.
13. Explain any misgivings your references may express when contacted about you.
14. What impact would relocating have on the life of your family at this time?

Interview Questionnaire

1. Could you please tell us a little bit about yourself?
2. Could you please share with us your conversion experience?
3. Could you please share the story of your call to ministry?
4. Could you please describe your relationship with Christ? Where has your greatest spiritual growth come from recently?
5. What does a typical day in your devotional and prayer life look like? How does your personal spiritual life affect your ministry?
6. What are your favorite books of the Bible and why?
7. Please complete the following sentence: "I feel closest to God when. . ."
8. Please complete the following sentence: "I feel far from God when. . ."
9. Where do you find accountability in your personal spiritual life? Are you currently being disciplined/mentored by someone? Please describe that relationship.
10. How would you describe your leadership style? What improvements do you need to make in this area?
11. What do you consider to be your strongest leadership skill and how would it help you to perform this job effectively?

12. What is your philosophy in dealing with volunteer leadership?
13. Could you describe for us the characteristics of a difficult supervisor?
14. What has been your greatest joy in ministry? What are your greatest accomplishments?
15. What has been your greatest disappointment in ministry? What have been your greatest failures?
16. Would you describe yourself as "goal-oriented"? What are some of your goals for your current ministry and how are you striving to achieve them? How successful have you been?
17. If you were called to this position, how would you go about setting goals for your ministry? What are some goals for this ministry that you already have in mind?
18. How do other church ministries such as Children/Preschool, Youth, Singles, Music, etc. affect your ministry? What methods have you used to incorporate your ministry into the ministry of the church as a whole?
19. Could you please explain your philosophy on the ministry of the church? What do you perceive to be the most vital ministries of the church? Why? How can a church support those ministries and not overlook other important ministry areas?
20. How do you stay current with the latest information and ideas pertaining to your area of ministry?
21. How is your approach to ministry affected by ministry trends? Could you please share some examples?
22. How does Bible study fit into your ministry?

23. How should a Sunday School program be organized, and who should make decisions concerning curriculum, etc.?
24. Could you please describe the ideal worship service?
25. What are your ministry strengths? Please share examples of how these strengths have been evident in your ministry.
26. What are your ministry weaknesses? What steps have you taken to improve on those weaknesses?
27. What special gifts, talents, and experiences have you had that qualify you for this specific ministry position? What professional and social qualities could you bring to a staff environment?
28. What do you need from a church or congregation to be successful?
29. What pastoral leadership style do you most enjoy working with?
30. How does your spouse/family fit into your ministry? What challenges have you faced in balancing personal and professional life? How have you overcome those challenges? What boundaries have you set to guard the health of your family relationships?
31. Where do you find motivation and inspiration in both your personal and professional life? What fuels your passion for ministry?
32. How do you handle the pressure when several projects or assignments are pressing you?
33. Has there ever been a time in your ministry when you were asked to resign your position or chose to resign without having been called to serve somewhere else? If so, please explain the circumstances surrounding that decision.

34. How would you describe your current church to a visitor considering joining? How would you describe your current church to someone considering joining its staff?
35. Based on the information you have, what are your impressions of this church?
36. What is your plan for the first six months of your ministry should you be called to this position? How would you spend your time? What would you try to accomplish in that time?
37. Do you plan to pursue any kind of continuing education?

Additional Interview Questions Specific to Children/Preschool

1. What is your philosophy of
 - a. Children and worship
 - b. Children in Bible Study
 - c. Sharing the Gospel
 - d. Children and Salvation
 - e. Scripture Memorization
 - f. Discipleship
 - g. Discipline and Working with parents

2. When is a child best able to learn? How does a child learn about God?

3. Give one example of how you have been a spiritual guide for a child.

4. Concerning relationships, give an example of and how you responded to
 - a. A great experience you have had with a parent.
 - b. A less than desirable experience you have had with a parent.
 - c. A great experience you have had with a child.
 - d. A less than desirable experience you have had with a child.