In-Person (2nd) Interview Questions

Name of Person Interviewed:

Date of Interview:

***Note to Search Team:***

*Please remember that these questions are a good place to start, but will require review from your Search Team. There may be questions specific to your context that you want to add and other questions that you want to ignore.*

*As well, please note that there are some explanatory notes within this document. If you choose to send these questions to your candidate ahead of time, it is preferable for you to have deleted these explanations regarding the answers you are looking for!*

Spiritual Life

1. Please tell us individual elements of your spiritual life that you use to remain spiritually renewed. Which spiritual disciplines do you try to practice, and how do you keep them dynamic?

2. What is your personal approach to using Scripture devotionally? Do you use an annual reading plan, or how do you determine what you will be studying? What has God most recently been speaking to you about?

3. How have mentors helped you in your spiritual journey, and do you have one now? Have you intentionally mentored others?

4. Do you have friends who help to hold you accountable in your spiritual and personal life? What does this accountability look like?

5. What do you do to live out your personal commitment to Christ in the areas of stewardship, evangelism, and discipleship? *[Note that this question is intentionally vague – you would like to see initiative in their answers about personal tithing and finances, about a desire to be involved with the non-churched, and about their own personal growth. You may want to ask follow-up questions if necessary.]*

Personal Life

6. What do you and your family enjoy doing together?

7. What would be your ideal family vacation?

8. What would you say is the greatest strength in your relationship with your spouse?

 Has your spouse ever felt that you have a greater commitment to the ministry than you do to the family? If so, how did you seek to address this and what are you currently doing to work on this issue?

9. What do you do in your time off? What hobbies do you enjoy? How do you demonstrate a commitment to health? How do you maintain a reasonable life balance?

10. You have had many experiences in life that contribute to making you the person you are today. Beyond marriage, children, and your conversion, what are the two major experiences that have formed your character? What did you learn from them?

11. (If the candidate took the Birkman Assessment, available through Fellowship Pacific) When you reviewed the Birkman Assessment with the Fellowship staff person, what did you feel was most relevant for us to know as we consider you as a candidate? What did you agree with the most, and what did you disagree with in the Assessment?

12. What do you do in your personal life that others might find annoying? *[looking less at the specific thing and more for legitimate self-awareness]*

13. What kinds of people most annoy you, and how do you deal with them?

14. What do you do for personal development? What are you currently reading? What are the most recent conferences or courses you have attended?

Leadership Experience

15. Tell us of some of your previous leadership opportunities.

16. What was the most positive experience you had leading and what was the outcome? What was the most difficult experience, and what were the results? How did you deal with those difficulties (personally and corporately)?

17. Tell us another story of leadership (different than for the previous question) where you have been able to take a ministry to a higher level than it was prior to your involvement in it.

18. What do you believe is your greatest weakness as a leader? What are you currently doing to improve this or to compensate for it?

19. What do you believe is the role of a pastor in providing leadership within a church? What is the role of the board, and how do the pastor and board relate?

20. If applicable, please tell us the names of the past two board chairmen that you have worked alongside. How would you characterize your relationship with them today? When we phone them for a reference, what kind of words do you believe they will use to describe your relationship?

21. Please give us an example of a conflict that you have had with a church member or attender in the past. What was the issue? How was it resolved?

22. In your opinion, what is the most difficult aspect of the opposition that a pastor may face in a church?

23. Give us some examples of things you have done within a staff team to build the relationships.

24. What do you believe are critical components of achieving a healthy staff team? What is true of the culture, and what needs to happen to achieve that?

25. Both integrity and grace are significant parts of leadership. Can you give us some examples where you have demonstrated each component in your ministry life? How do you determine which of the two is pre-eminent at any given time? *[tricky question – really both need to be active regardless of the actions you must take in response to a specific situation]*

26. Share with us the names of some people that you have coached, mentored, or developed as leaders. What have you done to develop the potential of others?

27. Recruiting capable committed volunteers will be a major component of ministry. How would you go about getting a team together that would be capable of providing the programs you are responsible for?

28. What would you consider the most embarrassing moment of your ministry experience, or the biggest failure? What caused the problem? *[looking for acceptance of their responsibility rather than simply blaming others]*

29. Tell us about somebody who is better than you at something that really matters to you? *[looking for genuine appreciation]*

Church Experience

30. When you think of “church” in North America at the macro level, what do you consider to be the most intriguing recent emphases, and what would you be most concerned about?

31. To what degree do you believe the church as a whole should engage current culture, and would you consider yourself a student of culture? In what areas would engagement most matter, and in what areas would you recommend the church stay separate? Can you give us some examples of how you have helped a church to engage with culture in a positive way?

32. In what ways do you believe social media can benefit or hurt the ministry of a church? Are you active on social media and on what platforms?

33. Increasingly, our cities and towns are places where cultures and a variety of ethnic cultures intersect. How do you believe our church should respond to the various ethnicities surrounding us, and how might this affect the philosophy of ministry within our church?

34. Please describe to us the church you and your family would most like to attend. What would be the dynamic of the church? What would the church services look like? What ministries would be part of it? What partnerships would it enjoy? How many people would attend? What would the building (or no building…) look like?

35. Give us some examples of ways in which you had demonstrated creativity and innovation in ministry.

36. What do you believe are the three most important characteristics of a great pastor? How would you evaluate these for yourself? Which would be the strongest, and which would be the most challenging for you?

37. How do you break down a normal work week?

38. What do you believe are the critical components of a regular church worship service? What kind of planning and preparation do you normally do for these? Can you give us some examples of how you have creatively developed meaningful worship services?

39. (For Lead Pastor) Preaching is a regular and significant part of this role. Therefore:

* What is the general feedback you have received about your preaching?
* What do people feel is the strength of your preaching?
* What aspect of your sermons receives the most negative feedback?
* What is your normal preparation process for a sermon?
* What is your normal planning process for determining what to preach?

40. What involvement had you had in budgeting for ministry and the monitoring of those ministry costs?

41. If you have had experience in capital campaigns, please describe your involvement and summarize the results.

42. Do others consider you a good administrator? If so, what aspects are you particularly strong in? If not, in which aspects of administration do you most need or want others to offer support? *[key elements: planning, strategic planning, event planning, budgeting, financial controlling, volunteer recruitment, policy creation, promotion, branding, government regulations]*

43. You have already expressed how you live out your own commitment to evangelism. What is your approach to evangelism for the church as a whole? How do you help church people to be motivated in their personal lives to share the love of Christ? Please give some examples of what you have done within your church ministry to encourage personal evangelism and corporate evangelism. Please describe the results.

44. In our initial phone interview, we asked what you might do in the first six months of ministry at our church. We would like to take that a little further. Now that you know us a little better, draw a picture what you would love to see in the church in five years? What would success look like to you?

45. What is your view on denominations in North America? What do you know about Fellowship Pacific and will you be willing to actively engage within our larger family of churches?