Phone (1st) 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.*

**General Background Questions**

1. While we have all read your profile, would you mind telling us a bit about yourself, specifically how you came to faith, and how you came into pastoral ministry?

2. How is God working in your life right now? What is God working on in your heart, and what is bringing you increased joy?

3. Can you tell us a little about your devotional life?

4. Please tell us about your educational background, including certifications or extra training you might have received. What did you enjoy the most through those experiences, and what do you think was most helpful to you in ministry?

5. Tell us more about your family. If grown, where are your children living? How does your spouse and family feel about the possibility of a change at this time?

6. How have you worked at balancing your family life and ministry life? How would your spouse say you have done at meeting your family obligations?

7. Tell us a little about the church where you have most recently (or currently) serve. What has been your role? What has been the most rewarding aspect of the ministry, and what has been the most challenging?

8. If appropriate, can you tell us why you would be considering other ministry opportunities at this time?

9. What other churches or ministries have you served at, in what roles, and how long was your tenure at each?

10. What interests you the most about this opportunity at our church?

11. If you have had the chance to review our values and vision from our website, can you tell us your initial response to them?

12. Describe what you would love to see accomplished in the first 6 months as the pastor at our church, and how you would go about it?

**Personal Questions**

13. Please think of three words that best describe your strengths or spiritual gifts for ministry. What are they, and please share some stories where these were illustrated?

14. Have you ever done any personality assessments? If so, what tool was used, what was the result, and did you agree with it? Why or why not?

15. If we asked your spouse and your children to describe the kind of person you are, what would they say?

**Church Leadership Questions**

16. Have you ever been involved in developing vision for a ministry? If so, when? Please tell us about the experience, and the process that was followed? If not, what do you think would be important in the process?

17. What do you believe to be the most important aspects of implementing a vision?

18. Have you been part of creating and implementing an intentional discipleship program within a church? If so, what were the components (programmatic, or otherwise) that you believed were critical to discipleship success? How productive was the discipleship approach, and what were the factors in its success or lack of success?

19. Describe your organizational and planning skills? Could you give some examples of your planning effectiveness in a ministry context?

**Staff Relationship Questions**

16. Please think of three words that best describe your approach to leadership. What are they, and please share some stories that indicate these approaches.

17. If you have worked in multiple staff environments, how did you work with the team? If we asked the person most positive about your involvement, what would they tell us they liked? If we asked the person most dubious about your involvement on the team, what would they tell us was their concern?

18. What kind of staff member have you gotten along with best in your past? What were they like? Who did you have the most trouble with? What steps did you take to work on this relationship?

19. Supervision of ministry staff is another component of this position. What is the most difficult supervisory situation that you have encountered? How did you handle it? What was the result? Have you ever had to fire anyone? Result? What was your best supervisory result and how did you accomplish it?

**Be sure to give the candidate an opportunity to ask questions to the Search Team.**