

Pastor-Candidate Interview

I. The Christian Life:

1. Please share your salvation testimony.
2. Please share the testimony of your call to vocational ministry.
3. What do you understand about the spiritual concept of brokenness?
 - a. How have you personally experienced brokenness?
4. What did the Lord teach you today from His Word?
 - a. What is your personal practice in a personal quiet time?
5. What disqualifies a person from ministry?
6. What areas of your spiritual life, are you seeking to grow personally?
7. Who are the authors you enjoy reading?
 - a. Contemporary why?
 - b. Older authors Why?
8. Who are the pastors you enjoy listening to on tape? Why?

II. The Christian Warrior:

1. Present the gospel to me as if I were a lost person (do not condense or editorialize).
2. Outside of the pulpit and off church property, describe the last time you presented the gospel to a lost person ...not just handing someone a tract but a full gospel presentation.
 - a. Who was the lost person?
 - b. Where were you?
 - c. Results?
 - d. Off church property, how many people do you witness to each month?
3. Do you have a weekly time set aside for personal soul-winning visitation?

III. Pastoral Priorities

1. Do you have a circle of men who speak to you about personal accountability?
2. When we do the police background check, will anything be shown that may be an embarrassment?
3. What is your spiritual gift?
4. What are your three greatest strengths with regard to pastoral responsibilities?

5. What are your three greatest weaknesses with regard to pastoral responsibilities?

IV. The Christian Ministry

1. What is the greatest need in the church today?
2. What should a church be?
3. How do you lead a church to become what it should be?
4. Folding new believers into the church?
 - a. Importance
 - b. Procedure
5. Have you ever served on a foreign mission field? If so, when, where and how?
6. When we call the previous churches you have served in, will we discover any reason why they would not have you back in the pulpit?
7. When we call the previous:
 - a. pastor-search committee chairman, will we find anything negative?
 - b. Chairman of Deacons?
 - c. Community leaders?
8. What are the "programs" that are in your Pastoral Toolbox? The tools you believe are the most beneficial to building a strong church? (E.E., AWANA, RA's, GA's, Walk Thru the Bible, Experiencing God, 7 Laws of the Learner, Growing Kids God's Way, etc)
 - a. Why do you like these ministry tools?
 - b. What is the goal?
9. Families are under attack spiritually and culturally. As pastor, what is your ministry plan and tools you will use to build and strengthen the bonds of a family?
 - a. Husband/Wife relationship
 - b. Parent/Child relationships
 - c. Single parent homes

V. Your Personal Life

1. How much credit card debt do you personally have at the moment?
2. When we do a personal credit check, will there be any surprises? If so, what?
3. Have you ever moved from a town and left any unpaid bills or debts?
4. Have you ever been sexually immoral since you have become a Christian?
5. Have you ever been divorced?
6. Do you have a family devotional time?

7. Do you have a family time?
8. How do you discipline your children?
 - a. What kind of discipline problems have you had with your children ...how did you overcome them?
9. When we do a criminal background check, will there be any surprises?

VI. Cooperative Program

1. What are its strengths and its weaknesses?
2. What is your perspective on the Cooperative Baptist Fellowship?
3. How would you mobilize the church to participation in the cooperative program?

VII. The Church

1. What is the role of deacons in the life of the church?
2. What are the four top priorities of the church?
 - a. In the order of priority ...the most important first.
 - b. How do you personally live out these priorities?
 - c. How would you lead the church to fulfill these priorities?
3. What is your philosophy of ministry with regard to worship?
 - a. Characteristics of worship?
 - b. Priorities of worship?
 - c. How would you select a worship leader?
4. How would you mobilize our church for missions?
 - a. Financial participation
 - b. Direct participation
5. From the moment a person responds at the invitation, describe the process for enfolding that inquirer (or family) into full church membership.
 - a. Is a new members class necessary?
6. What is your personal history in equipping your churches to be effective in evangelism?
 - a. What programs do you use
 - b. How many people have you equipped?
7. Are there Biblical grounds for a divorce? If so, what are they?
 - a. What are the Biblical grounds for Divorce and Remarriage?
 - b. Will you marry divorced people? If so, under what circumstances?

- c. Do you perform wedding ceremonies for people outside the church? If so, who and why?
 - d. What does the Scripture teach with regard to inter-racial marriage?
- 8.** How do you relate to peoples of other cultures?
- a. How would you lead a church to open its arms to people of other cultures?
- 9.** When conflict arises in the church, what are the principles and procedures you would follow in an effort to restore harmony?
- 10.** What is your position on Church debt?
- a. How much?
 - b. How do you resource the debt?
 - c. What is your process and action plan to retire debt?
- 11.** Regarding a Church Building Program
- a. When should a church build?
 - b. How should the funds be raised?
 - c. How much debt should a church have?
 - d. Should we use bonds, loan, pay-as-we-go?
 - e. Have you ever lead a church through a building program? Tell us about its victories and problems.
- 12.** What are the first four staff positions to be filled (exclude secretarial positions)?
- a. List in order of importance and tell us why this order is important?
 - b. At what point do we search for the first one? second one? third one? fourth?
 - c. What do you look for in staff? What are the key qualities necessary?
 - d. What is the proper process in calling ministry staff?
 - e. How long has your present staff been serving with you? (Turn-over? Why?)
 - f. What is the relationship that a pastor should maintain with his staff?
 - ▶ What are your expectations of Pastoral staff? Support Staff?
 - ▶ What is the process you would use to dismiss staff? Why?
 - ▶ What are legitimate grounds for dismissing staff?
 - ▶ What if you have a staff member, but he/she just isn't a "fit" ...what is process for replacing him/her?
 - ▶ How do you handle inter-staff conflicts?
 - ▶ How would you deal with an immoral, high visibility staff person?
- 13.** With regard to "Special Events":
- a. What events would you annually calendar?

- b. Who are the special guests you would bring to speak to the church family? Why?
- 14. What is the role of women in the life of a church?
 - a. Who can women teach?
 - b. Serve as deacons?
 - c. Pastor?
 - d. Staff positions?
 - e. Please explain scripturally why you support these views.
- 15. What is the Pastor's role in budget planning?
 - a. How should a church develop its annual budget? Why?
- 16. When should we start a mission church?
- 17. What is your vision and what is the priority placed on student ministries?
- 18. What items should be included on a church calendar in order to build a healthy church?

VIII. Pastoral Ministry

1. If God does lead you to this church, what practical steps would you take to assist your present church in the transition process?
2. Regarding Pastoral Counseling, what is your policy concerning
 - a. Couples in marriage trouble
 - b. Pre-marital counseling
 - c. Individual counseling
 - d. Rebellious children/teens
3. Is there a time when scripture is insufficient for a counseling situation?
4. What do you believe is your wife's role in the ministry of this church? Why?
5. Doctrinal Issues
 - a. Salvation
 - How essential is repentance to salvation?
 - b. Baptism
 - Method
 - Mode
 - Moment
 - Alien immersion?
6. The Lord's Supper

- a. Is the actual body and blood of Jesus present? (Transubstantiation)
 - b. Is it necessary for salvation? (Ordinance or sacrament?)
 - c. How often should it be observed? Why?
 - d. Open communion or closed communion? Why?
7. Discuss the "gifts of the spirit"
- a. What does it mean to be "filled with the spirit"?
 - b. How would you respond to a person who stood up in a worship service and spoke:
 - "a word from the Lord"
 - In tongues?
 - "a word of knowledge"
8. With respect to the creation account (Gen 1) historical or allegorical?
- a. What is your view of the age of the earth?
9. What is your understanding of "The Priesthood of the Believer"?

IX. View of Scripture:

1. What do you understand to be the authorship of the Pentateuch?
2. Is Daniel primarily history or prophecy?
3. How many authors, do you believe, are responsible for the book of Isaiah?
4. Is Jonah actual or allegory?

X. The Culture Battles:

1. What are your convictions regarding
 - a. Abortion?
 - b. Evolution?
 - c. Homosexuality?
 - d. What does 'The Separation of Church and State' mean to you?
 - e. The Lottery (gambling)
 - f. Prayer in School