

Sample Interview Questions Rev. 2019

Remember that your goal in interviewing is to engage the candidate and to hear more of what God is doing in and through him or her. Be sure to have each person on the team be responsible for asking a question. Notice how the candidate interacts. Also, be ready (and leave time) for the candidate to ask you questions too. Even if this is not the person you will call, you are all part of the larger body of Christ and there are treasures to be found in this journey of searching. (These are in no particular order.)

You are encouraged to use 4 guiding principles as you ask your questions:

- **Is this a hopeful disciple of Jesus?**
- **Are we inclined to trust this person?**
- **Is this person humble and competent?**
- **Is this a person who demonstrates good self-care?**

Describe your call to ministry to us.

What Biblical story or character best describes where you are in your faith journey right now?

Tell us about a time when you feel you failed in ministry. Describe how you came to know this and what was your response.

What are the 1 or 2 things in ministry you enjoy doing – so much that it is like time stands still?

What are the one or two things you find most challenging about ministry?

Describe a conflict in a church you have served. What spiritual and administrative skills did you use to assist in that situation?

Describe a time you felt God's Spirit guide you and the church to do more than you could do alone?

What has been your connections to the Regional and General Church?

Do you keep a Sabbath time and if so, how?

For interims specifically – describe to us some of the ways you have helped churches during the transition time. What have been a few of the positive growth steps you have seen? How do you decide if the interim has been faithful and successful?

What are some of the resources that you have drawn from or made use of recently in your ministry? (Books, classes, journals, blogs, videos, podcasts, etc.)

What is your plan for continuing education this year?

What do you do outside of the church that you enjoy?

What would be your approach to working with lay leaders for ministries at our congregation i.e. General Board, Departments and Committees, Elders?

To what extent have you been responsible for a church staff and how would you support and focus the supervision of our congregation's staff?

What are the spiritual disciplines that you practice and how do you see their importance in your life?

What are some of the words you would use to describe yourself?

Describe your preaching style(s) and how you prepare for sermons.

Name your greatest strengths? Which of these do you believe are particularly valuable to our church's ministry at this time?

What opportunities for personal growth are you aware of and what support do you need?

What do you wish congregants knew about being in ministry?

Tell us about your approach to worship service, the use of music, liturgy, lay leaders, etc. How do you coordinate these aspects of worship with others on staff and in lay leadership?

What would be your top priorities for the first six months in a new role?

Tell us about your experience and role as pastoral counselor.

What are your sources for creative inspiration?

Have you ever had to adapt or alter your preaching style for a particular audience? If so, tell us about that.

How do you serve a congregation whose members may have diverse social and political ideas?

What makes you successful in your approach to stewardship?