

Interview Ideas For Congregations

To references: (remember they may not want to talk too long – but let them go as long as they will – the longer they talk the more you might learn)

Describe your church a little and then ask...

- Does this sound like a setting where ??? would do well?
- What about our situation fits her/his gifts?
- What about our situation would be a stretch for her/him?
- What is the first story you think of about this person? (be listening to the story carefully. (It isn't the story, it is the way that it is told that matters)
- When you think of ?? what is the best quality for ministry that comes to mind about her/him?
- What have we not asked you, and what isn't listed on the forms that we have, that really should be considered if we are to move forward in a conversation with ???

To candidates: (you may need to keep them on task – note how hard that is to do--are they linear thinkers, wanderers, or brief?)

Start/end your conversations with prayer -- you do the first prayer, ask her/him to do the closing prayer
describe your situation and then.....ask questions like.....

- What in ministry brings you the most joy?
- Tell us the story of the day your were ordained and what your most vivid memory of that day is now?
- What part of ministry are you learning more about in your current ministry?
- What in our situation makes you excited to consider God calling you to ?????
- What is your biggest curiosity about our future as a congregation? What is your biggest curiosity about our present time? What is your biggest curiosity about our past? Why do these things matter to you?
- What in our description of ourselves makes you pause and consider how you might have to adapt your ministry gifts?
- Tells us about a day when you were glad you were a pastor. What happened that day?
- What would you enjoy about being our pastor in Washington?
- Who supports you in your ministry and how would you build a support system in a new location?
- What kind of leader are you? (yes leave it VERY open to see where they will go with it)

Clues

- Watch out for feeling/thinking language
- Are they talking fast/slow – forced/relaxed?
- Did they use language that was inviting? Big words/simplistic words/varied language?
- Divide up the different groups in the church and listen to the interview with specific people in mind
- Can you imagine listening to this person weekly?
- Name your own feelings after the interview? How do you feel right now?
- Stop between interviews and talk about the candidates – avoid comparing the candidates until all interviews are finished and you have talked INDIVIDUALLY about each one. Try to hear from all cte. Members
- What was attractive about the candidate?
- What was “off putting” about the candidate?