

## POSSIBLE QUESTIONS FOR MINISTERIAL CANDIDATES

*These questions are presented to help you design the questions your committee will need to ask.*

**There are more questions here than you will have time to ask. It is recommended that you pick questions (or revise them or add your own) for the telephone interview that are more of the “getting acquainted type” and that you pick questions that are more about “how the person would perform his/her ministry if called” type for the face-to-face interview.**

1. Tell us about your call to ministry.
2. Tell us why you chose to be in search and call at this time?
3. What are your beliefs about the style/content of worship? What kind of worship design does a church need to unleash joy and energy in its worship experiences? What does worship look like in the church you are currently serving?
4. What is the purpose of your sermons – would you say it is more to equip the listener for servant leadership, prepare the person for the week ahead or to discuss issues of the church? Explain your answer.
5. Do you preach from the lectionary? How do you normally prepare for your sermon? Have you incorporated topical sermon series in your preaching? If so, can you give us an example?
6. For your last 3 sermons – what were the text and title for each? Can you give us each sermon in a sentence?
7. What experience have you had in congregational revitalization/transformation? What resources did you use? Why did you choose that particular resource? What did you learn from your experience(s)?
8. Today we hear about different models of ministry for expanding the reach of the witness and mission of the church such as the “attractional church” model and the “missional church” model for expanding our capacity to fulfill or calling as a faith community. What would be your strategy?
9. Sunday school classes seem to be dwindling and/or stagnate in churches today. What role do you see for Sunday school/church education programs for current church life for children? youth? and adults? Are there viable alternatives? What priority do you put on faith formation for children? youth? adults? Explain your answer.
10. The church is in the relationship business. How do you get to know and connect with people?
11. How do you prioritize your pastoral visitations? If they were divided into the following categories, how would you handle each?
  - Emergency room and hospital visitations for chronically ill members.
  - Visiting those members in long term care.
  - Visitations for members that are not ill, but can no longer attend services.
  - Visitations for prospective new members.
  - Visitations for inactive members.
12. In all congregations conflict can occur. What is your strategy for dealing with conflict?
13. In a congregation like ours, how do you cultivate new leaders and how do you keep lay leadership energized?
14. How do you see Elders being most effective in a pastor-centered congregation? Describe your role in that ministry.
15. What do you see as the youth’s role in the church? What kind of goals would you have for youth in a church like ours? Describe your role in this process.

16. As the senior minister/administrator, describe how you would provide leadership over clergy, church employees, and church resources that will exemplify institutional accountability and transparency?
17. We all have areas of responsibility that challenge us. Are there any areas of the administration side of the Senior Minister's responsibilities that are particularly challenging for you? How do you see that these needs are met in the most effective way?
18. What is your understanding/approach to Christian stewardship?
19. What are your experiences with capital campaigns and fundraising efforts within the churches you have served? What were the goals and were they met?
20. Grounding our ministries and witness in Biblical justice is very important. This is an identity we want to further develop. Can you give us examples of how you have addressed socio-political Biblical justice issues during your ministry?
21. What three adjectives would you use to describe yourself as a minister? What are your greatest strengths? Growing edges?
22. Which Christian writers, commentators, theologians, etc. have had the most profound impact on your faith formation and ministry? What are you currently reading for pleasure?
23. What is your "go-to well" to refresh your passion for the Gospel? From what sources do you draw inspiration? What is your regular discipline for spiritual growth and renewal?
24. Describe for us the personal and professional boundaries you believe to be essential to your physical, spiritual and emotional well-being as a servant leader of the church? How do you protect and reinforce those boundaries in your ministry?
25. What plans do you have for personal growth through continuing education, seminars and workshops in the future? What are your expectations in the area of sabbatical leave?
26. If you were called to this church what would be the markers of a successful ministry for you after your first year of ministry here?