Questions To Ask Candidates

It is important to ask “open ended” questions, as opposed to “yes” and “no” questions. The following list is not exhaustive, but is intended to highlight important areas that are worthy of exploration by the Pastor Search Committee.

**Christian Sojourn:**

1. Ask both the candidate and wife to share their conversion experience.
2. Ask the candidate to talk about his call to ministry.
3. Ask the wife to describe her feelings about being a pastor’s wife. Was she aware of his call before marriage? If not, ask her to explain how she has come to view it.
4. Ask the candidate where his calling has led him to this point.
5. Ask candidate why he would be open to a move at this time.

**Family:**

1. Invite the candidate to talk about where he grew up.

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* 1. Parents
	2. Schools/Involvement
	3. Church experience (may have been covered above)
1. Invite him to talk about his commitment to this family.
2. Invite him to talk about how he plans time to be with his family (if not covered in his previous response).

**Preparation for Ministry:**

1. Ask him to briefly describe his formal training for ministry (this will likely be reflected on his resume); however, it is important for the committee to verify the educational credentials of the candidate. Follow up with any questions that may be raised by his resume or his oral presentation.
2. Ask him about his commitment to continuing education and ask for examples, e.g., certificates, diplomas, specialized training opportunities, etc.
3. Ask the candidate to talk about three books that have shaped his ministry.
4. Ask him what books he has read recently.
5. Ask him if he does personal counseling and if so, on what level, and what is his training in this area.

**Ministerial Experience:**

1. Ask the candidate to talk about where he has served and his most significant accomplishments.
2. Ask him to describe his leadership style.
3. Ask him how he would characterize his ministry at his current church.
4. Ask him he has ever left a church under unfavorable circumstance. If so, why?
5. Ask him what role committees have played in his churches and how he has related to them.
6. Ask him to describe his relationship with deacons in his previous churches.
7. Ask him how he has been involved with the associations where he has served, the state convention and the national convention.

**Theological Orientation:**

1. Ask him what he believes about the Bible.
2. Ask him how he sees his role as pastor of the church.
3. Ask him how he views the role and ministry of women in the church.
4. Ask him what he believes about missions (Cooperative Program, International Missions, North American Missions, State Missions, Association Missions, etc.) and how he has led his churches to support missions.

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1. Ask him how he understands pastoral authority.
2. Ask him how he understands the relationship between church and community.

**Personal and Professional Strengths:**

1. Ask him how he gets along with people.
2. Ask him to talk about his gifts and strengths for ministry.
3. Ask him what he enjoys most about being a pastor.
4. Ask him to talk about his weaknesses.
5. Ask him what he dislikes most about being a pastor.
6. Ask him how he deals with conflict.
7. Ask him about his physical health and how he takes care of himself physically.
8. Ask him if he has outside business interests.
9. Ask him to talk about his hobbies.
10. Ask him to describe his community/civic involvement.
11. Ask him how he handles his finances.