

Candidate Interview Questions

(adapted from questions developed by the Danville Christian Church, Danville, IN)

1. We'd like to get to know you. In an open-ended fashion, would you tell us a little about yourself and your family? In similar fashion, take us through your career.
2. What do you like to do for fun? What are your hobbies or interests, etc.?
3. Why are you engaged in Search and Call at this time? How would this position fit with your long-term career goals?
4. What energizes you in ministry? What depletes your energy?
5. What are both your greatest strengths and weaknesses? How do they relate to the ministry?
6. What do you see as the major accomplishment(s) of your ministry (or career, if relatively new to ministry)? And, on the other end of the spectrum, what is the greatest disappointment of your ministry?
7. What do you see as the major challenges facing both mainline churches such as ours, and religion in general, today?
8. What do you think helps a church grow? What keeps it from growing? Give us a brief history of growth resulting from your past ministries. Please give some special emphasis to nurturing and keeping new members. In our immediate past ministry we sense that we have probably had a problem in this area and want to get this turned around.
9. Describe your management style. What is your management philosophy? How do you lead? How would you describe your energy level and work habits?
10. What would you look for in a candidate for elder, deacon, Sunday school teacher, or youth sponsor?
11. Tell us about how you structure your worship service. Describe your sermons - how do you go about preparing them, what inspires you?
12. What is your strategy for youth group growth?
13. Weddings and funerals are two of those occasions when the pastor of a church is the public persona of a congregation and becomes the criteria by which others view us. Give us some

idea how you structure the wedding ceremony and meditation. Also, do the same for a funeral service and eulogy.

14. How do you handle unfair criticism by church members?
15. Can you describe a situation where conflict existed in a congregation and how you worked to help resolve the conflict?
16. How have you been involved in the life of the Christian Church (Disciples of Christ) beyond the local congregation? How would you help the congregation stay connected?
17. There also might be specific questions relating to a candidate's profile that we want to ask and this can be determined and included in this list when we determine our finalists.
18. We have covered a lot of ground in the past 75 to 90 (or *whatever the time frame is*) minutes, but is there anything we have not discussed that you think would be important for the Search Committee to know about you? Or any questions you have for us?