

# INTERVIEW QUESTIONS

Please note: Good interview questions cannot be answered with a simple yes or no. Good questions call for some details in the answer. Do not be afraid to ask hard questions. Learn as much as you can about the prospect at this time. This is a comprehensive compilation of questions for a ministerial candidate. Select the questions that best fit your needs. Add others as appropriate to the position.

1. Tell about your conversion and call to ministry.
2. Describe important people in your life and tell how they influenced you.
3. Describe successes and failures in your ministry.
4. What strengths do you bring to ministry?
5. How have you grown since entering the ministry?
6. Where do you now need to grow?
7. How do you allot your time among pastoral ministries?
8. What do you like most about ministry?
9. What do you like least about ministry?
10. How do you fit in with the denomination?
11. Where is your theology in the parameters of our denomination?
12. Do you support the Cooperative Program?
13. What do you do for fun?
14. Describe your current family and tell how each member relates to the others and to the church.
15. Do any of your family members have special needs?
16. How do you encourage spiritual growth in your family?
17. What is your wife's role in your ministry?
18. Describe your personal financial situation.
19. What is your position concerning missions?
20. What is your conviction and policy concerning evangelism?
21. What is your policy concerning pastoral visitation?
22. What is your policy concerning pastoral counseling?
23. What do you consider, in the order of their importance, your chief duties as pastor?
24. Do you think your best work can be done in a relatively short or a relatively long pastorate?
25. What would the ideal decision-making model look like?
26. What method would you use in accomplishing the goals and business affairs of the church  
(e.g. self-led, committee led, team led, deacon led).
27. What will be your involvement with committees?
28. How do you see the role of deacon in the church?
29. What are your convictions concerning these issues?
  - Alcohol and drugs
  - Gambling

- Pornography
  - Racial prejudice
  - Divorce
30. How active are you in:
- Associational work?
  - State Convention work?
  - Southern Baptist Convention work?
  - Civic clubs/social organizations in the community?
31. The church allows you revivals, conventions, etc.  
How many of these do you normally attend/conduct in a year?
32. What style of public worship and preaching do you prefer?
33. What would be your relationship with the staff?
34. Would you expect to make changes in the current staff?
35. Do you schedule office hours and days off?
36. Describe your effectiveness in reaching \_\_\_\_\_.  
(Fill in the blank with the group of people you are trying to reach.)
37. Describe how you would communicate with \_\_\_\_\_.  
(Fill in the blank with the group of people you are trying to reach.)
38. What are your hobbies? What do you do for entertainment?
39. How would you rate your interpersonal skills?
40. Describe your health.
41. How many and what books have you read in the past twelve months?
42. Describe your leadership effectiveness.
43. How do you go about making changes in the church?
44. Describe your spiritual health and your feelings about spiritual accountability.
45. Describe your personal, private devotional time.
46. What are your measurements for success in ministry?
47. How comfortable do you feel in working with all age groups that make up the membership of the church?
48. Discuss your work schedule and how you divide your time in the range of responsibilities.
49. How would you describe an effective worship service?
50. To what extent is your family involved in your ministry, and how would they feel about moving?
51. What do you and your family enjoy doing together?
52. Share your plans for personal and professional growth.
53. How do you relate to other denominations?
54. What doctrines do you think are essential?
55. What are your greatest strengths and your greatest weaknesses?
56. Four of the major elements of kingdom leadership are leadership, communication, administration, and ministry.  
Of these areas, which do you consider your greatest strength in the ministry and why?
57. What is your personal belief about the nature and function of the church?

58. What is your concept of the role of the laity (both men and women) in the church?
59. What is your philosophy of stewardship and tithing? Do you a tithe?
60. How do you keep up-to-date with recent developments in church-related issues?
61. Map out for us the manner in which you use your time throughout the week.
62. Where does your family fit into your task as a minister? Does your family support your calling and vocation?  
What role does your wife play in the church?
63. What is your concept of the Bible?
64. How do you measure success in ministry? How do you know when you have done a good or a bad job?
65. Who are your closest friends? How do you relate to other ministers?
66. How do you try to relate to the church staff? Do you see the staff as being called by the church?  
Are you willing to work with the present church staff?
67. What is important to you in handling conflicts between yourself and a member of the congregation?
68. When you change churches, what do you think is the most important thing for you to do during the first year?
69. How do you work with the leadership of the church in planning?  
What role do you see for the laity in the decision-making process of the church?
70. Give us your beliefs concerning the basic Baptist doctrines as stated in The Baptist Faith and Message.
71. Why would you consider moving to another church?
72. How do you classify/describe your preaching style?
73. Do you have outside business interests? If so, explain what they are.
74. Do you do personal counseling and, if so, on what level? How extensive is your training in this area?
75. How do you manage disagreements in your church?
76. Who are your mentors/models in ministry (past or present personalities)

## QUESTIONS FOR THE SPOUSE

1. Please share your conversion experience.
2. Were you aware of your spouse's call to ministry before marriage?  
If not, explain how you have come to view this call to ministry?
3. Describe your relationship to the church.
4. Describe your role in the family.
5. How do you feel about moving?
6. Will you be working outside the home?
7. How do you feel about being a minister's spouse?