

Questions for Pastoral Candidates

Position of Senior Pastor

Family Background & Personality

1. Tell us about your family of origin . . . your mother, father, siblings. What was life like growing up at home? In what specific ways did your parents/upbringing shape you into the person you are today?
2. If you had three words to describe yourself, what three words would you choose? Why did you choose those specific words?
3. What three words would your past congregations use to describe you? Are these 3 words different from the words you used to describe yourself? If yes, why are they different?
4. Describe the similarities AND differences between your personality and your spouse's personality. How are you alike? How are you different?
5. What role does your spouse play in your ministry to the body of Christ?

Spiritual History & Spiritual Development

1. Describe for us the circumstances surrounding your salvation experience, your sanctification experience, and your call to full time ministry.
2. In what area(s) of your life has God brought you the farthest in terms of spiritual development? In what specific areas do you still have a ways to go?
3. What do others around you see as your dominant spiritual gifts? Do you agree with their assessment? Why or why not?
4. Describe specific ways that you are currently using your spiritual gifts.
5. What is your definition of "holiness?" Using your definition, describe some of the ways that you foster holiness in your own life, in the lives of your family members, and in the lives of your parishioners.
6. Besides the Bible, what 2-3 books have impacted your spiritual life the most?

Leadership Philosophy

1. In your opinion, what would be the ideal mission statement and/or core values for a Nazarene Church in suburbia U.S.A?
2. How would you define "growth?"
3. Give us some specific examples of things that you have done that have contributed to the growth of your current church.
4. In terms of small group ministry, which do you prefer? a) a church WITHOUT small groups, b) a

church WITH small groups or, c) a church OF small groups? Why?

5. How would you define "successful" in terms of youth ministry and small group ministry?
6. Respond to this statement: "A Senior Pastor's primary responsibility is to recruit, mentor, and train believers to be disciple-makers." Agree? Disagree? Why?
7. In your opinion, what is the primary role of the Senior Pastor? What is the role of the church board?
8. Do you believe the laity are called to ministry just as paid clergy are called to ministry? Why or why not?
9. Respond to this statement: "Every believer is called to be a pastor to those in their sphere of social influence." Agree or disagree? Why?
10. Which do you prefer? A staff-driven administrative structure or a board-driven administrative structure." Why?

Leadership Style

1. What is your leadership/administrative style?
2. Which phrase describes you best: a) A dreamer/visionary, big picture style of thinker who leaves the details to others who have the gift of administration or b) A detail oriented leader who encourages others to do the dreaming.
3. Describe your philosophy of managing and overseeing staff and how that philosophy works its way out into day-to-day practice.
4. Every week is different, but tell us what a typical week would look like for you. Please include an average of how many hours you spend in prayer, scripture reading, sermon preparation, office hours, training believers, and visitation.
5. Describe how you encourage staff members to grow, set and reach new goals, and how you hold them accountable spiritually and for job performance.
6. In your opinion, what is the Senior Pastor's role in church finances and oversight of church finances?

Preferences and Style of Preaching/Worship

1. Describe your preaching philosophy and preaching style. What techniques or technologies do you use to effectively communicate God's word to members of contemporary society?
2. What are your feelings about sharing the pulpit with other gifted speakers/preachers in the congregation?
3. Describe what you consider a "contemporary" worship service.
4. What is your preferred style of worship?
5. In your opinion, how can the church best communicate Christ to the lost of today?

Leadership in Action

1. Describe a time when you dreamed a BIG dream with God, cast a BIG vision for your congregation, and then tried a BIG thing that required a lot of faith. What happened? How did it turn out?
2. What are you doing now in your current church to develop and cast a vision of where you would like your church to be in 5 and 10 years? What specific things are you doing now to help your church get there?
3. How many people have you personally witnessed to and led to Christ in the past year?
4. Describe how you have been personally involved in duplicating leaders in your previous church assignments.
5. How does your current church follow up on visitors and assimilate new believers into the body of Christ?
6. A Youth Pastor from a local Lutheran Church contacts you by phone and by letter and wants the Youth Pastor and the teens of your church to participate in a local inter-denominational youth rally. What would be your response to his phone call and letter?
7. Christians sometimes disagree with each other. Describe a time of conflict in your most recent congregation. How did you handle it? What were the results?
8. Describe a time when you had to administer discipline to a church member or staff member. What was the issue? How did you handle it? What was the result?
9. Not everyone ascribes to strict Nazarene doctrine. Can you think of a time when a church member, teacher, or staff member questioned church doctrine? How did you react? What did you do? How did it turn out?
10. Have you ever felt compelled by the Holy Spirit to preach a message that you knew would be unpopular? Describe the situation. What did you do? How did you make sure of the Spirit's direction? How did it turn out?
11. Tell of a time when your family became stressed or hurt because of your ministry. What did you do to resolve it? How did it go?

Closing Questions

1. List 3 specific characteristics you are looking for in your next church assignment?
2. What are 3 things you wish to avoid in your next church assignment?
3. Are you willing to work with our current Associate Pastors or do you plan to bring your own staff?