**INTERVIEW QUESTIONS *- Sample #1***

Sample Questions for a Candidate Interview

These questions are not intended to be exhaustive, but to stimulate thinking. The questions are designed to enable you to learn enough about a candidate so you can determine if the candidate meets the needs of your parish. Adapt or change them as your congregation’s needs see fit. It is suggested that you ask the same questions in the same order at each interview.

# I Mission and Ministry

1. What is the purpose of the church?
2. How do you measure success in the church?
3. From a review of our congregation’s mission statement, do you see areas of conflict?
4. What roles or functions do you see the pastor assuming? The laity assuming?

# II Worship in the Church

1. What is the place of corporate worship within the Body of Christ?
2. What concepts do you hold relating to “innovation” in traditional worship?
3. What is the role of the laity in regard to corporate worship?
4. What subjects have you dealt with in sermons in recent months?
5. How do you determine subjects for sermons?
6. What is your style of preaching?
7. How would you describe yourself as a worship leader?

# III Pastoral Ministry

1. In what ways do you seek to provide pastoral care for individuals?
2. Tell something of your style of ministry with weddings, funerals, baptisms.
3. How much of the responsibility for visitation should be shared with trained groups of laity?
4. How do you identify, recruit, and train lay persons for this ministry of visitation?
5. What are your concepts of premarital counseling, pre-baptismal counseling, and pre-confirmation counseling?

# IV Evangelism

1. What plans do you envision for training children, youth and adults for church membership?
2. What is your understanding of “the good news”?
3. What motivates you to invite persons into church membership?
4. What types of programs do you now use in order to maintain and increase spiritual growth among your members?

# V Christian Education

1. Reflect on your understanding of the teaching role of pastor.

2. How do you view the role of Christian Education in the church?

3. What are your views on training, assisting and supervising the teaching staff?

4. Have you been involved in planning and/or leading retreats with persons from your church? If yes, can you share the format, participation and outcome?

# VI Administration

1. How do you allocate your time as a pastor? What takes priority?
2. How do you deal with persons who fail to fulfill the tasks or responsibilities they have accepted? If they are paid staff? If they are volunteers?
3. Is there a plan for developing leadership in your current church?
4. Describe the administration of your present church; for example, committee structure, evaluation processes, setting of goals, program planning, budgeting.

# VII Community and Denominational Relationships

1. What involvements have you had beyond your local church? (in the secular world, ecumenically and within the United Church of Christ)
2. How have you encouraged/supported Association, Conference and Denominational involvements?
3. Describe your understanding of your responsibility to the UCC.
4. What issues are important to you?
5. What is your concept of the pastor’s role in the community?

# VIII Continuing Education

1. What experiences have contributed most to your growth as a pastor in the past five years?
2. What book or books have you read recently that have challenged you the most?
3. What plans do you have to continue to remain fresh and current in your ministry?
4. How have you integrated your new learnings into the life of your church?

## IX Personal Life

1. Do you have regular times for relaxation, play and rest? What do you like to do?
2. Does your vocation as pastor enhance or strain your family?
3. What prompted you to say “yes” to the call to become a pastor? What keeps you at it?
4. Who ministers to your needs? How do you tend to your spiritual life?

# X Miscellaneous

1. What experiences in your present call have you found satisfying?
2. How do you deal with religious or social extremists of any kind?
3. How would you describe God? What is your favorite image of God in scripture?