

*When interviewing potential candidates to serve as an interim pastor, the following areas of inquiry may be helpful.*

### **PERSONAL**

1. What is your favorite part about being a minister and why? Least favorite?
2. Tell us about your faith journey. What person(s) in the Bible (other than the trinity) form your GPS? How does your faith journey that shape how you do ministry today?
3. What roles and obligations make up your life? How do you balance your personal life with your ministry?
4. What are your personal priorities/goals? Work/career priorities/goals?
5. Describe your support system.
6. What characteristics are most salient to you in terms of assessing strangers and other people?
7. Are you more of an introvert or extrovert in the role of pastor? What are the unique gifts that come with this temperament?
8. Tell us a little about yourself and the role of family in your life. What do you do for fun?
9. How do you maintain the vitality of your own relationship with Christ?

### **PREACHING**

1. What do you think the purpose of your sermon is? What do you want us to do as a result of the sermon?
2. What is your preaching style? Liturgical style? Do you have your sermons written ahead of time, just use notes, or speak strictly off the cuff?
3. How do you take Scripture and make it meaningful in present day terms?
4. Do you use humor in your sermons?
5. Give us some ideas on your approach to Biblical interpretation. Do you consider yourself to be conservative or liberal? How do you describe yourself theologically?
6. What is an average time for one of your sermons?

7. Regardless of your stand on the issue, would you (or do you) ever preach on the topic of homosexuality?

### **WORSHIP**

1. We desire worship that engages our hearts and mind in worshiping God. And we seek to worship as a multi-generational church. What styles of worship do you find most comfortable?
2. What ways have you utilized to make worship vibrant and engaging?
3. How do you address diverse needs and desires in how people worship without dividing the congregation?

### **THEOLOGY**

1. The Presbyterian Church (USA) is a “big tent” encompassing conservatives and progressives.
2. Where would you place yourself on that spectrum and what gifts do those who are either to your left or to your right hold for the Church?
3. If the Gospel is about “salvation”, what does it mean to be saved and how would you describe that to someone who is outside of the church?
4. What is the role of Scripture in our lives?

### **EDUCATION AND CHURCH GROWTH**

1. What skills and passions do you have that would benefit our church as we seek to better serve the neighborhood and young families living there?
2. How do you see your role as pastor in the congregation’s ongoing learning about their relationship with God?
3. We are looking for a pastor with a strong background in Christian Education to help strengthen our ministry to children, youth and their parents. Tell us about your Christian Education background and how you would go about building a strong program at our church.
4. Tell us about your involvement with youth and what you believe youth are looking for from a church?

### **LEADERSHIP**

1. How would you describe your style of leadership? And how do you live that out?
2. Tell us about a conflict that you experienced and how you navigated that. What were the principles guiding you worked through that?
3. What kind of experience do you have managing budgets or encouraging stewardship? If you looked at our budget, what did you notice?
4. What does it mean for you to provide pastoral care for a congregation? What are the ways you express that and why do you approach it that way?
5. Describe your leadership/management style, and give us an example of the strengths and challenges you have experienced with that leadership/management style.
  - What is your greatest accomplishment in ministry?
  - What has been the most painful lesson for you in ministry?
6. What experiences do you have in team-building?

### **ROLE AT THIS CHURCH**

1. How do you see your role with this congregation during the interim time, based on what you have learned about this church so far?
2. How will you become familiar with a new congregation and staff?
3. What experiences can you share with us to show us your ability to successfully navigate church politics?
4. How have you increased congregational membership while serving as an Interim?
5. Tell us about your expertise in attracting congregants between the ages of 20-50.
6. What do you find interesting or compelling about the work of leading a church in transition?
7. How do you go about leading a congregation through the developmental tasks of interim ministry when people might simply rather “move forward” in their life together?
8. What might be some of the steps you would lead our congregation through to accomplish the interim tasks? What kind of timeline would you imagine for that work?



### **TRANSITION**

1. Most churches would like their pastor to be a part of their community. Would you consider moving to some place near the church?
2. When would be the earliest date you could move to a new church?
3. What do you need to know about us to determine if this is the right place for you to minister?
4. What question(s) do you wish we had asked you?