

Interview #2: Phone interview. The interview should focus on learning the candidate's theology, ministry values, and philosophy as well as identifying possible disqualifiers. You may put more space in between questions to give yourselves room to write the candidate's responses.

Candidate's Name: _____

Phone: _____ Date: ____/____/____

1. Influencers and role models.

- Who in ministry has been an important mentor to you, and what have you learned from them?
- Who are your heroes and why?

2. General philosophy.

- What do you believe your primary calling is as a minister of the Gospel?
- What do you perceive the prime directive of the church to be? What do you see as your role in that prime directive? What have you done to prevent mission creep from that directive in the past?
- What are your views about how the following ministries contribute to growth: children, youth, single adult, senior adult, missions, small groups, outreach, worship?
- What do you see as the primary purpose for the Sunday morning services (evangelism, equipping, worship, etc.)? How do you prioritize resources and staff in these areas?
- What are your views on the relationship between the staff and the board/deacons?
- How have you handled disagreements with the board as well as individuals on the board?
- How would you like the board and individuals on the board to handle disagreements they may have with you? How would you prefer they express disagreement or concerns?
- What has been your predominant style of leadership (hands-on, laid-back, fast-paced, facilitator, CEO)? Give us an example of how that has played out in the past.
- What expectations do you have of the board in this type of church?
- What expectations do you have of the church concerning your family?

3. Ministry passions.

- What would you identify as your three greatest passions in ministry?
- What is the most enjoyable part of your current ministry position?
- In what areas of ministry do you feel most experienced and competent?
- In what areas of ministry do you feel most inexperienced or unskilled?

4. Discipleship.

- How do you personally define “discipleship?” Tell us how you have intentionally ushered people through different levels of spiritual growth.
- Do you see small groups fulfilling a specific role in the church? If so, how?
- What experiences have you had with small groups?
- How have you handled pastoral counseling in the past? How much time (weekly) have you carved out of your schedule for counseling?

5. Service.

- How have you helped people identify their spiritual gifts, ministry passions and talents?
- What are three different ways you have recruited volunteers in the past?
- How have you trained and empowered people for Christian service?
- Describe your best example of a ministry, project, individual, or group that went on to reproduction and what you did to influence that reproduction?
- How do you link service opportunities with outreach?

6. Outreach.

- How do you articulate the heart of the Gospel in today’s culture?
- What have you done to personally connect with nonbelievers in your community?
- What role do you see evangelism playing in a believer’s life?
- How would you go about learning the unique culture of our city, community, and church?

Do you have any questions for us? Would you like to submit a list of questions you may have for us to respond to as a group? [Allow the candidate to ask and/or submit questions.]