

**Interview #4: Face-to-face interview.** This interview should be face-to-face with the candidate, the candidate's spouse, and the board and search team. It should seek to identify compatibility, chemistry, and the general vibe of the ministry couple before deciding if they will be a candidate. In addition to the following questions, you may pull some questions from previous lists that you did not have a chance to ask. You may put more space in between questions to give yourselves room to write the candidate's responses.

Candidate's Name: \_\_\_\_\_

Phone: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

- What is your plan for personal growth and development?
- Tell us about your most challenging ministry position. What was it like, and why was it challenging?
- Is practicing church discipline important to you? Why or why not?
- Describe your most effective time of taking a group which had low morale and the steps you took to build positive morale?
- Describe a time when a group you were leading experienced significant conflict. What did you do to bring that group into harmony and what were the results?
- Tell about a time you were significantly criticized. How did you respond?
- Based on your current knowledge of our church and community, how would you describe it to someone who has never been here?
- How do you feel about our church's current situation? Is there anything that you still need us to clarify for you?
- How would you see our church involved in the Network and General Council?
- What age category do you see yourself most comfortable with?
- After viewing our facility, did you notice anything that you feel is lacking or necessary for effective ministry?
- How do you keep the board informed and involved in the decision-making process?
- By now you have seen the written remuneration package. How do you feel about that?
- What kind of things do you feel are important for the pastor and board to work together on?
- Would there be any unique challenges you would need to overcome in relocating that we would need to know about? Examples would be spouses' job, selling house, children's education, and others.
- If you were selected as the candidate, what day would you be able to start as the lead pastor? Would your family relocate at the same time?
- Would you choose to live in the same community that the church is located?
- What are your concerns about a possible move?

- Is there anything about our church that would cause you apprehension if you were called to come here?

***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 and spouse to ask and/or submit questions.]***