

**Interview #1: Phone interview.** This interview should focus on getting to know the candidate and the candidate's family, ministry experience, preferred work environment, personal convictions, and spirituality 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. You, your spouse, and family.**

- Please tell us about the home in which you grew up. What are some memories of your parents and peers that significantly shaped your attitudes toward God, work, and the values you presently hold?
- Tell us about your spouse, how you met, how long you have been married, and how you function as a ministry team.
- Does your spouse have a career outside the home? If so, tell us about it.
- Tell us about your children, their ages, passions, and involvements. ***(Only ask this one if the candidate was very vague about the similar question on the questionnaire.)***
- Are you more task-oriented or people-oriented?
- What are three things you do to find balance and rhythm between family and ministry?
- How have you dealt with the pressures of the ministry and the high expectations of church people?
- What are a few ways you maintain a quality relationship with your spouse?
- How do your spouse and family feel about the possibility of a ministry change?
- What are ways the Lord and past experiences have prepared you for ministry in our context?
- What project or achievement do you see as your greatest accomplishment? Why do you think you were successful?
- Are you bilingual? If so, what other language(s) do you speak?

**2. Ministry preparation and experience.**

- Tell about a significant idea you have had that you built from the ground floor up.
- Before you were a lead pastor, in what areas of ministry were you involved as an associate or assistant pastor?
- What experience do you have in leading other full-time staff?
- How many paid full-time and part-time staff do you presently supervise?
- Have you ever been under any kind of discipline with the Assemblies of God? If so, for what and what was the result?
- How have you related to the Network/District and General Council in the past?

**3. Work environment.**

- What kind of computer skills do you have, and what software programs or computers do you use?
- Do you have a paid administrative assistant in your current position?
- What type of personal administrative support do you require?
- What office hours do you normally keep, and how many hours a week do you usually put in to facilitate ministry?
- With what personality type do you work best, and with what type do you struggle?

**4. Doctrine & Personal convictions. (Ask all of these over the phone)**

- Are there any points in the Assemblies of God official doctrinal statement that you struggle or disagree with?
- Tell us about your view of the baptism and infilling of the Holy Spirit?
- What is your opinion about females serving in leadership and teaching positions (ministry leaders, deacons, and pastors)?
- How do you feel about political and social action in the church?
- What are your theological views on the following subjects: divorce, LGBTQIA (lesbian, gay, bisexual, transgender, queer, intersex and asexual), marijuana, and abortion?
- How do you feel about alcohol and tobacco use?
- Some people believe that when Jesus said in Mark 11:24, "Whatever things you ask when you pray, believe that you receive them, and you will have them," it means that we can pray for healing, financial well-being, etc. and it will happen. How do you explain that some people are not healed, that we don't always receive what we pray for?

**5. Personal spirituality.**

- What are the last five books you have read?
- How have you reconnected with Jesus when you feel drained?
- Which of the spiritual disciplines come naturally for you and which ones are more difficult?
- Tell us how you seek and find God's direction.
- How do you maintain your spiritual, emotional, and physical health?

***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? [At this point, allow the candidate to ask questions and/or submit a list of some.]***