

Interview #3: Video interview. This interview should be with the candidate and candidate's spouse and use video conferencing software to help identify the candidate's leadership style and overarching ministry focus. It will also help you interact with the candidate and their spouse in a way that helps you experience body language, appearance, and communication styles. For example, one video interview a search committee had with a candidate helped identify a person's inability to make eye contact and maintain a relational connection with others while talking. Another video interview helped the committee see how much a candidate relied upon their spouse to answer difficult questions. A résumé and unaccompanied phone interview never would have surfaced these traits. You may put more space in between questions to give yourselves room to write the candidate's responses.

Candidate's Name: _____

Phone: _____ Date: ____/____/____

1. Reflective learning.

- What are ways your theology changed or matured in the past five years?
- How has your ministry focus changed or matured in the past five years?
- Tell us about a time when you tried to do something and failed. How did that affect your leadership style?
- As you think about your ministry over the past few years, what tends to bring you the most joy? What tends to be areas of frustration?

2. Roles and governance.

- What do you feel are the core responsibilities of a lead pastor and the core responsibilities of a deacon/board?
- What is your preferred model of church governance?
- After reading our church bylaws, governance, and/or policy manual, do you have any questions? Concerns? Suggestions?
- How do you interact with the following leadership communities: staff, board officers, full board, and volunteers?

3. Change.

- How have you identified the need for change in past ministries?
- Tell us the steps you followed when developing a new area of ministry?
- What steps do you take when implementing change?
- Tell us about the last time you tried to implement significant change in your church. What strategy did you use? How did it turn out?

4. Spousal Cooperation. (*Ask these to the spouse*)

- Do you have a personal call to ministry? (If they do, have them tell you about it)
- How do you like to utilize your gifts and talents in ministry, what do you enjoy doing?
- What rules or agreements do you have about your spouse working at home? (doing church work)
- How has your spouse (the pastor) prioritized time with you and your children?
- What boundaries have you established to prevent the ministry from having negative consequences on your family?
- What are you most concerned about in this ministry venture?

5. Leadership.

- What would the first ninety days look like in this new role?
- What opportunities at our church are most exciting to you, and which would be the most challenging?
- Which pastoral traits do you feel are your strengths and which do you feel are more difficult?
- What steps would you take in addressing an unexpected budget shortfall?
- What is your philosophy of missions, and what might that look like in our church?
- How would you personally prioritize the following list of pastoral duties:
 - ____ Preaching and teaching
 - ____ Community involvement
 - ____ Creating new ministry applications
 - ____ Administration and strategic and detailed planning
 - ____ Pastoral care (counseling, hospital calls, weddings, and funerals)
 - ____ Big event planning
 - ____ Local outreach and evangelism
 - ____ Foreign missions and missions trips
- When you must make an important decision, what are the first five things you do?
- How do you delegate?
- How do you cast vision?
- How do you develop leaders in your ministry?
- How do you encourage the people who work with you?
- How do you handle mavericks?
- Do you see yourself as the main speaker, or do you build a preaching team?
- How much debt do you have and what kind of financial package are you looking for?

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.]