

## PASTORAL INTERVIEW GUIDE

Candidate\_\_\_\_\_

Date\_\_\_\_\_

[personal motivation]

1. Describe some of your most important accomplishments.

2. How did you go about reaching your goals?

3. What outside interests or hobbies do you enjoy?

[building body cohesiveness]

4. Describe how you would help new members become part of the congregation.

5. From your experience, can you tell us of a time when you confronted a person or a group of people who were undermining the unity of the church. How did you resolve this?

[commitment to church growth]

6. How much time and effort do you put in to accomplishing your ministry?

[visioning capacity]

7. Describe a situation that was stagnate or failing and describe how you took action to revitalize it.

[responsiveness to community]

8. How important to you is your visibility in the community?

9. Describe how you might contribute to the quality of life in our community.

[creating ownership of ministry]

10. Tell us about techniques you might use to recruit members to carry out areas of ministry of the congregation.

11. What ideas do you have to stimulate the congregation to do outreach?

[gift utilization]

12. How do you recognize talents in others and motivate them to use their gifts.

[relationship building]

13. What steps do you take to help others feel secure, trusted, and open with you?

14. Describe a relationship you have had or initiated with a person who is radically different from yourself or holds very different beliefs.

[flexibility]

15. How do you see that your work gets completed when it is disrupted by emergencies or other unforeseen circumstances?

[reaching the unchurched]

16. Describe ways that you typically associate with unchurched people in your community.

17. What guidance or training could you provide to members who seek to reach unchurched persons?

[resilience]

18. When pressure mounts, how do you maintain your cool in ministry?

19. How did you survive when a defeat or failure got the best of you?

[demonstrating strong Christian faith]

20. How do you go about describing your personal faith with your members?

21. How do you help others with faith issues? For example, describe techniques you might use to counsel those who have suffered a loss and are having trouble with issues of faith.

22. In what ways have you paid a price for your Christian faith? What can you do to help others understand the cost of discipleship?

[developing faith formation]

23. How would you help people understand that there are varying stages of development of faith?

24. How could you provide opportunities to people to grow in their faith?

[multicultural ministry]

25. Describe how you have assigned a group of people to work together toward a common goal, despite their differences.

26. Describe how you have helped persons of varying cultures look through another's eyes at a situation.

[commitment to the elca]

27. Describe how a congregation should participate in the ministry of the ELCA.

28. Describe your special interests for National or World ministry.

29. What concerns you most about the ELCA?

[youth]

30. What is your comfort level with children in general, and how do you see your role as Pastor in providing leadership in their spiritual and social growth?

31. Would you encourage the children and youth of our congregation to come to you for help and/or counsel with their problems or concerns? Would you value their input and consider their ideas?

32. We have some very good leadership for children at St. John, and understand from your comments that you do not wish to become a “youth pastor”. We realize that young families and children are a very important part of our ministry. How would you work with our Sunday School and youth leaders to strengthen that ministry?

33. Occasional children’s sermons and regular youth participation have been part of our Sunday morning worship. What is your view on this?

[music]

34. Our music program is functioning well, staffed with nonprofessionals. What would your expectations be for a music program?

[lay missionary program]

35. Have you familiarity or experience with the ELCA Lay Missionary Program?