

PASTORAL CANDIDATE QUESTIONS

DOCTRINE/THEOLOGY

1. Our church is (*congregational, elder rule, or other in government*) How do you interpret the Scriptures relative to the matter of church government? Would you work to change our current method of church government?
2. What is your position on the inerrancy of Scripture?
3. Do you feel a person needs to be baptized in order to be saved?
4. What do you feel is required for church membership?
5. Are there any books of the Bible you would not use in preaching? Explain.
6. How do you view the ministry of the Holy Spirit?
7. What is the place of spiritual gifts in the church?
8. Do you believe in a literal Heaven and Hell?
9. Would you perform the wedding of two unbelievers?
10. What ministry opportunities do you consider acceptable for divorced and remarried Christians?
11. Define the term "liberal" as it applies to theology.
12. What is your attitude toward missions and missions giving?
13. How would you change our current missions giving program?
14. What is your view of creation?
15. Do you consider yourself a Calvinist or an Arminian?
16. Do you believe in and practice biblical church discipline?
17. How often would you lead the church in Communion?

PHILOSOPHY OF MINISTRY

1. Are you willing to lead a church building program? Do you have experience in this area?
2. What relationship have you had with associate pastors?
3. Are you actively involved in a counseling ministry?
4. How would you counsel women?
5. What do you feel is the pastor's responsibility for following up on church visitors?
6. What is your position on visiting church members?
7. How do you feel about using garage sales, bake sales, etc. to raise money for the church?
8. What programs of outreach would you plan to introduce to our church? Have they worked well in your other pastorates?
9. How would you be involved in our community?
10. Tell us about the youth program in your present ministry.
11. What emphasis do you place on a youth program?
12. What is your view of women in the ministry?
13. Are you comfortable leading congregational singing?
14. What is your position in regard to a multiracial church membership?
15. What is your philosophy and practice with regard to a Christian day school or pre-school?
16. What is your attitude towards church organized mission trips?
17. Would you encourage the congregation to plant another church?
18. Can you give us an example of a typical day in your life as a Pastor---how much time do you spend in the office, visiting, with your family, etc.

ECCLESIASTICAL ASSOCIATIONS

1. List all organizations and/or boards to which you are committed.
2. What missions agencies do you recommend or have involvement with?

3. List some evangelists, special speakers, and musical groups you have used and would have no reservations about using again.
4. What Bible colleges, universities and seminaries would you recommend to students?
5. Would you maintain the word "Baptist" in the name of the church?

PERSONAL

1. Do you have any hobbies? What do you do in your spare time?
2. What do you do to maintain your health? How would you evaluate your health?
3. What are your personal spiritual goals?
4. Are you involved in personal evangelism other than your public preaching and teaching ministries?
5. Are you personally involved in discipling individuals or small groups apart from your public preaching and teaching ministries?
6. List special talents and abilities that you have.
7. What is your wife's role in your ministry?
8. Are your children regular in church attendance? Are they involved in ministry?
9. Name some of your favorite authors.
10. What is your preference in education for your children?
11. Would you prefer to live in a parsonage or own your own home?
12. Have you or your wife ever been asked to leave a church because of family problems, morals or other such issues?
13. Are you or have you ever been in any secret order or lodge?
14. What is your philosophy of credit buying? Are all of your current obligations current? If not please explain.
15. List the books you have read in the past 6 months.
16. What is your practice and philosophy of tithing/giving?