

Name of Search Committee Member: \_\_\_\_\_

**PASTORAL CANDIDATE INTERVIEW QUESTIONS**

Name of Candidate: \_\_\_\_\_

Date of Interview: \_\_\_\_\_

1. Why are you leaving your present ministry? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
2. Do you consider yourself a “people person”? \_\_\_\_\_
3. In what area of ministry do you feel most experienced, most competent and the most comfortable? \_\_\_\_\_  
\_\_\_\_\_
4. In what areas of ministry do you feel most frustrated? \_\_\_\_\_  
\_\_\_\_\_
5. How would you characterize your pulpit ministry? (issue oriented, topical, textual, expository....) \_\_\_\_\_  
\_\_\_\_\_
6. Are you willing and capable to lead a church through a building program? \_\_\_\_\_  
\_\_\_\_\_
7. What portion of each service do you feel should be dedicated to preaching? \_\_\_\_\_
8. What new ideas have you implemented in your previous pastorates or would like to implement in a new pastorate? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. Have your previous churches experienced numerical as well as spiritual growth? Why or why not? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

10. How do you personally evangelize? \_\_\_\_\_

\_\_\_\_\_

11. Describe the type of music you personally like. \_\_\_\_\_

\_\_\_\_\_

What is your philosophy of music in the church? \_\_\_\_\_

\_\_\_\_\_

12. What is your leadership style with regard to other staff members? \_\_\_\_\_

\_\_\_\_\_

13. Are you in agreement with the doctrinal statement of the GARBC/CARBC? If you have reservations, please state them. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

14. Under what circumstances would you disassociate yourself and the church you were pastoring from the GARBC/CARBC? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

15. What is your philosophy of church government? (elder rule/deacon/congregational...) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

16. What outreach programs have you used in your previous pastorates? \_\_\_\_\_

\_\_\_\_\_

17. What outreach programs would you like to introduce to our church? \_\_\_\_\_

18. How do you view your role in the community? \_\_\_\_\_  
\_\_\_\_\_

19. In what ways would you seek to impact our community? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

20. What is your philosophy of teen youth programs? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

21. What colleges, seminaries and mission boards do you recommend? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

22. What evangelists have you used and would want to use again? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

23. What discipleship and mentoring ministries for men, women or youth are you currently involved in? What materials are you using? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

[www.carbc.org](http://www.carbc.org)

## QUESTIONS FOR CANDIDATES COMING FROM A GREAT DISTANCE

The purpose of the following is to discern how the candidate might fit into your local church and culture. The questions would be better asked in the course of a phone conversation and are to serve as a preliminary guide for the Search Committee. This section is to be used exclusively for potential candidates who are a long distance from the church.

1. Have you ever been to California? \_\_\_\_\_  
\_\_\_\_\_
2. Do you have relatives in California? \_\_\_\_\_  
In what state do most of your relatives live? \_\_\_\_\_
3. What cultural differences do you perceive exist between the state where you presently live and California? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
4. Is your immediate family in agreement with a potential move to California? \_\_\_\_\_
5. California has a very diverse culture, from frontier type settings to some of the largest cities in the United States. We have equally diverse ethnic groups. Do you feel you are able to minister in any of these situations or do you sense you would only fit in certain ones? Please explain your answer. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_