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## Sample Interview Questions for Lead Pastor Applicants

### Background

- 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 values?
- When did you first feel God's call on your life? How did you decide to enter the ministry?
- Have you been part of the Alliance previously? If so, how long?

### Theology

- How have your faith and theological views changed since you entered college/university or seminary? Since you entered ministry?
- Are you a systematic or biblical theologian?
- What were the last four sermon series you preached? Have you preached any sermons that caused pushback?
- If you had the opportunity to return to a previous church and preach a series again, what would you do?
- Theologically speaking, what is your learning edge? Who are some of your favourite theologians and why?
- Have you read the Alliance Statement of Faith? Do you have any issues or concerns?
- What issues do you see as the most important ones facing the church today? What about our denomination?
- What are your views on...? (Choose a relevant theological or social issue – ex. Bill C-4, view on marriage and family, gender identity, etc.)

### Outreach

- Tell us about some recent contacts you have had with unbelievers. How have you cultivated a relationship with these people?
- What are some tangible things you have done to make your ministry more welcoming for seekers and guests?
- What approaches have you used in helping new people get plugged into the life and ministry of a local church?



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## Ministry

- What are some of the things you are learning having been in ministry for # years?
- What do you believe a healthy relationship looks like between the Lead Pastor and the congregation?
- Describe a time in your previous ministry where conflict arose. Talk to us about the healing process involved.
- What emphasis do you place on pastoral counseling? What is your experience in pastoral counseling?
- What is your philosophy regarding hospital and home pastoral visits?
- (Name one of the problems or issues in your church.) How do you think you would go about trying to resolve it? (Do the same with other identified problems.)
- Tell us about your self-care.
- What is your perspective on online and in-person ministry?

## Preaching/Teaching

- Describe the process you go through when you are preparing a sermon. What goals do you try to accomplish through your preaching?
- When it comes to communicating God's Word, what have been your most important guiding principles?
- What have been your most valuable resources?
- How do you help people apply the truths you teach?
- How comfortable are you speaking about stewardship?
- Tell us about a recent series of messages you have presented.

## Team Building and Dynamics

- Share some practical ways you have gone about building a ministry team. What approaches have you used to train lay leaders?
- Give an example of how you helped move someone from nominal to active involvement in ministry. How did you get that person to move off the sidelines and into the game?



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- How have you gone about cultivating relationships on your ministry team?
  - Have you ever mentored someone? What does disciple-making look like for you? Give examples.
  - What are your spiritual gifts? How would you describe your personality type?
  - Tell us about the methods you have used to help lay people discover and utilize their unique spiritual gift mix.
  - What has been one of the best pastoral staff teams you've been a part of? What made it strong?
  - How do you deal with conflict? Give an example.

### **Leadership**

- How would you describe your style of leadership?
- How have you developed a team of leaders? What is your team leadership style (staff and elders)?
- How important is team culture to you and how have you developed team culture in previous employment or ministry settings?
- Describe your best experience in leading a small group. How have you coached small group leaders?
- What are your leadership strengths and weaknesses?
- Identify the ministers, teachers, and authors who have significantly influenced your beliefs and behaviors about ministry. What impact has each of them had on you?
- Describe a difficult person you have had a conflict with and the steps you took to reconcile the relationship.

### **Board and Lead Pastor Interaction**

- What is your experience with Board leadership?
- How have you made large corporate decisions in the past?
- How have you trained your Board?
- What governance model have you worked in previously? What were its strengths and weaknesses?



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## Spiritual Growth and Formation

- How is your relationship with God different today than it was one year ago?
- How do you maintain your spiritual, emotional, and physical health? How do you like to spend your free time?
- What specific spiritual disciplines have you found most helpful in cultivating intimacy with God during the past six months?
- How is worship a part of your life 24/7?
- What are your plans for continued personal and professional growth?

### Family

*If candidate's spouse is present, feel free to involve them in various questions.*

- What do you do with your family for fun?
- How does your immediate family feel about you applying for this role? In what ways would they like to be involved in ministry, if any?
- What specific things help you balance home and ministry? Work and rest? Describe an ideal day off and describe your sabbath practices.
- Tell us about your children. Where are they in their faith journey?
- What does leading your family spiritually mean to you?
- How would you describe your preferred role in ministry on the spectrum from “behind the scenes supporter” to “up-front partner”?
- What is your spouse's attitude toward your ministry vocation?
- Are there things about our church or community that would cause you apprehension if you were called to come here?

