

Suggested Interview Questions

The following are questions you might ask during an interview of any potential pastor:

1. Tell us about your faith journey.
2. What are the things you feel best about in your present ministry?
3. What have been the challenges there?
4. What makes you think you may be called to leave there now?
5. What interests you about this position?
6. What do you bring to our ministry?
7. What are your greatest strengths in ministry? ... your greatest weaknesses?
8. One of our goals is to strengthen our _____. How would you do that?
9. Describe a typical week in your ministry.
10. Share your perspective on the Presbyterian Church (U.S.A.).
11. One of the issues our session has debated in the past few years is _____. Tell us how you might address that topic?
12. If we selected you as our pastor (or other role), when could you start and what would be your start-up plan?
13. How do you balance your personal/family life with your ministry?
14. What will you need from the members of this congregation in order to be effective as our pastor?
15. What questions or concerns do you have?

You will also want to develop questions related to the specific candidate. These will come out of things you read in the PIF and things you hear from references.

Conducting the Interview

Decide which PNC member should begin the interview. Your committee may want to start by giving a statement regarding the nature of your church and the position to be filled, followed by questions the committee has framed in advance. Each member should take notes and be prepared to ask questions that arise from the initial conversation. Allow adequate opportunity for the candidate to ask questions. These may sometimes be difficult and penetrating, but they indicate interest on the part of the minister. Face the problems and weaknesses as well as the strengths and opportunities of your situation directly and openly.