



# Pastor Interview Questions

Does this pastor fit with this church?

## 1. HOW DO YOU LIVE OUT YOUR FAITH?

In this question, you want to discover their spiritual habits and routines. Depending on the answer, you can ask the follow-up questions to gain more insight.

- Share when and how you have your quiet time?
- How often do you pray for others?
- Apart from your daily devotions, how often do you study your Bible?
- Explain how you manage your stewardship?

## 2. CAN YOU TELL US WHY YOU FEEL CALLED TO SERVE AS A PASTOR?

- What factors contributed to your decision to become a pastor?
- Why do you think God called you to serve at this church?
- What spiritual gifts and skill-sets would you say you can bring to this church?

## 3. WHAT DO YOU STRUGGLE WITH MOST?

Every person, including a pastor, struggles with weaknesses. What you want to discover is how self-aware he/she is of their weaknesses? It also clarifies what kind of culture they will set with regards to sin and to assess whether they lead law or grace. A follow up question might include...

- How would you respond to others who admit to, or are found to be in sin?
- Are there things in your life we should know about ahead of time?

## 4. WHAT DO YOU THINK ARE THE TOP 3 RESPONSIBILITIES OF A PASTOR?

This question gets to their philosophy of ministry. Most pastors will answer some form of to preach, disciple and lead the congregation. To understand more detail, you might follow-up with...

- To what end do you preach?
- To what end will you disciple?
- Where do you want to lead the congregation?

## 5. HOW WOULD YOU INFLUENCE THE CULTURE OF YOUR STAFF/MINISTRY LEADERS?



In this question you are trying to ascertain their leadership philosophy. Do they empower, delegate or control etc. How do they go about aligning the church to their yearly goals?

## **6. TELL US ABOUT A TIME WHEN YOU LAST DISAGREED WITH SOMEONE IN YOUR CHURCH. HOW DID YOU HANDLE THIS DISAGREEMENT?**

According to Pastor Rick Warren, most pastors move from one problem to another and one conflict to another. There is seldom a time where everything and everyone is running in harmony. Consequently, you want to discover how the pastor does or doesn't resolve conflict, which will allow you to better understand their relationship skills.

## **7. WHAT DOES YOUR PARTNER THINK ABOUT YOU PASTORING?**

The point of this question, to see if there is unity between the pastor and their partner with regard to the calling to this church. It is not to discover if there are struggles in their family as all families have stresses and challenges. Pastors face a lot of criticism and negativity and we want to partner to support and encourage the pastor, not retaliate against the perpetrator or encourage the pastor to quit.

## **Additional Questions To Consider:**

15 Potential Questions To Choose From

1. What do you think are the limitations, and boundaries of the pastoral role in the life of a member?
2. Describe a situation or time when you helped a friend or family member through a challenge
3. How would you describe your leadership style?
4. How would you positively influence the culture of the staff and ministry heads?
5. Describe your budgeting and financial experience?
6. What ministry positions have you held in your church?
7. Describe in your own words the plans you have to fulfill the mission of this church?
8. How do you manage conflict? If a member complains to you about the actions of another member, how would you deal with it?
9. What do you believe are the most critical issues facing the church universal at this moment in time?
10. Tell us more about your theological and Christian education?
11. How would you address a congregant's question on complex issues such as tithing, tongues, baptism, or immorality?
12. How would you balance your pastoral duties with the responsibilities of your family and personal life?
13. What steps would you take to prevent burn-out in your life?
14. How would you deal with a congregant who is rebelling against the church?
15. Who are your mentors and/or role models in the Christian world?



