

PASTORAL CANDIDATE QUESTIONNAIRE

POSITIONAL QUESTIONS

1. In examining the Bible's qualification for pastors (I Timothy 3; Titus 1:5-9; I Peter 5:1-4), which are your strong qualities? With which requirements do you have the most trouble?
2. A pastor is charged by God to preach to the church and to shepherd people in a more individual way. Which aspect of the ministry applies to you the most? What are some specific ways you could be helped with your skills in either of these areas?
3. What are your methods for involving yourself in the lives of your people as their shepherd and overseer of their souls?
4. What activities characterize your evangelistic interests? What is your approach to personal evangelism? Corporate evangelism?
5. What is your approach to counseling?
6. How would you describe a successful pastor? How would you describe a successful church?
7. How is the pastor held accountable? What relationships in your life provide accountability for responsible attitudes and behavior, both personally and as a pastor?
8. Who are your favorite Christian writers?
9. What steps do you follow in leading an individual to Christ?
10. What is your view of the baptism in filling of the Holy Spirit?
11. What is your view of speaking in tongues?
12. What is true biblical repentance?
13. What is true biblical faith?
14. What are your views concerning divine election/human responsibility?
15. Please explain your view of sanctification?

16. Do you believe in a literal heaven and a literal hell?
17. What does the Bible teach concerning spiritual gifts? What is your spiritual gift?
18. What is your view of divorce and remarriage?
19. What are your requirements for performing a marriage ceremony?
20. What is your view of abortion?
21. What are your views on styles of church music? Who should direct the worship of the church? Why? Which methods of leading corporate worship are appropriate? Which are inappropriate?
22. What is your view on homosexuality?
23. What is your understanding of Christian liberty?
24. What is your stand regarding television/movies?
25. What is your view of Bible translations? Which Bible translation do you use in your preaching and teaching?
26. What are your views on tithing and church giving?
27. Do you have any convictions about the local church in debt?
28. What does the Bible teach about women in pastoral ministry?
29. What are the biblical responsibilities of elders? Are there any distinctions between elders, pastors, and bishops?
30. What are the biblical responsibilities of deacons? How are deacons and elders to relate to one another?
31. What are your views of church discipline? Have you ever been involved in a church discipline procedure?
32. What are some of the most important ideas and practices that you think cultivate health in the local church?
33. How do you know a healthy church when you see one?

34. How do you think churches grow biblically?
35. What is your theology/philosophy of ministry? What is the place of preaching in that philosophy/theology?
36. How do you preach? (Expositionally, topically, textuality, doctrinally)?
37. What is your style of leadership? (Hands on, laid back, quick paced, CEO, facilitator)?
38. Are there any points in our doctrinal statement that you would not or could not support?

PERSONAL QUESTIONS

1. Why do you believe God wants you in the pastorate?
2. How does your wife feel about your commitment to pastoring?
3. How does your family feel about you being in the ministry?
4. Have you been married before?
5. How do you picture your spouse's involvement in the ministry?
6. What is your attitude toward the privacy of your home and family?
7. Do you practice hospitality in your home with people from the church? If so, how often?
8. What are your specific and regular practices regarding the spiritual disciplines? (Personal prayer, Bible study, meditation, memorization)
9. Do you presently have any financial debt?
10. Do you have any root of bitterness towards other people?
11. Have you ever had any difficulties with depression, moodiness, anxiety, or other difficulties?
12. Do you lose your temper easily?
13. What do you do to maintain your health?
14. Do you drink alcohol of any kind (liquor, wine, beer, etc.), smoke, chew tobacco, or gamble?
15. Are you part of any secret oath society?
16. Where do you stand on Christian school education/public school education/home school education?
17. How do you respond to criticism?
18. What areas of ministry do you feel most experienced and competent?
19. What do you think are your weaknesses?
20. What do you do in your spare time?

