



Sample questions that may be asked by candidates.

An effective interview is a two-way street, with the candidate also bringing questions and concerns. Allow time and opportunity for the candidate to ask questions and be prepared to address them. Questions that may be asked of you as a committee: What is the focus of your congregation? Describe your mission.

1. What is the purpose of your congregation?
2. Does your congregation have a mission statement, and can you describe your mission?
3. What is the role of staff and what is the role of the laity in your congregation?
4. How many people are involved in leadership roles? How are lay people involved in worship?
5. In your opinion, how are decisions made in your congregation?
6. What long- and short-term goals has the congregation adopted? When was the last time an in-depth self-study was conducted?
7. What is the congregation's commitment to support of and partnership with the synod and the ELCA?
8. How does the congregation respond to change and how are changes made?
9. What part should family members of staff play in the congregation?
10. What would you display on a highway billboard regarding your congregation?
11. Why did the previous pastor leave?
12. Are there skeletons in the closet that I should know about in considering the call here?
13. Why am I of particular interest to you?
14. What has been the most significant event in the life of this congregation since you have been a member?
15. Aside from the upheaval of looking for a new rostered minister, what has been the most upsetting event in the life of this congregation?
16. In your opinion, what areas of concern need to be addressed by this congregation?
17. What kinds of things did your former rostered minister do particularly well?
18. What were the circumstances surrounding your former rostered minister's departure?
19. In what areas did you wish your former rostered minister(s) had more expertise?
20. What formal and informal methods of support have you used in the past to help you rostered minister become a better minister?
21. How should your rostered minister spend their time? In the course of a week, how much time should be spent in prayer? Personal study? Sermon preparation? Administration? Individual and family counseling? Visiting? With their family?
22. What organizations in the congregation are the most active and/or successful?
23. What are some of the reasons you choose to be a member of this congregation?
24. Describe how you are engaged in God's mission/work in the local community.
25. What is the community's image of this congregation?
26. Tell me about your mission support.
27. What was the last experiment/risk this congregation tried for the sake of God's kingdom?
28. What was the last book or other study that the leadership read together?
29. What did you accomplish during the interim period? How are you different because of that time?



30. Describe your relationship to the other congregations/ministries in the area and your relationship to the rest of the Synod.
31. Who shares responsibility for the visioning for your ministry?
32. What governing structure does this ministry have?
33. How would you prioritize the functions of this position, both in terms of importance and number of hours? What gets deferred if time runs out?
34. What view does the congregation have about continuing education, time off, and financial support? Will I be encouraged to attend conferences and Synod Assemblies? Who will pay those expenses?
35. How will the congregation support me/my family as your called leader? Are there expectations of my family?
36. Who prepares the council and congregational meeting agendas? Who chairs meetings?
37. What are the housing opportunities in the community?
38. Describe the school districts in the community?
39. In the case of multiple-staff ministries: How would you describe the task definitions, lines of authority, conflict management, and reporting methods of the pastoral staff, council, congregation, and committees?
40. What hardships has the congregation experienced? What conflicts have you faced, and what did you learn from them?
41. How many pastors has this parish had in the past twenty years?
42. How is the pastor's leadership viewed by the congregation?
43. What kind of secretarial/administrative support will the congregation provide?
44. What do you see as the role of the lay members in fulfilling the purposes of the congregation, specifically in relation to the functions of worship, learning, witness, service, and support?
45. How do you view my role in relationship to the functions of worship, learning, witness, service, and support?
46. What arrangements have you made for moving myself, my family (if applicable), and my household goods to this area?
47. Does this congregation have a policy regarding weddings and funerals for non-members?
48. Does the congregation have a policy regarding same-sex weddings being performed on church grounds?