

Suggested Questions for Interviews with Pastoral Candidates

1. Share with us your faith journey. What does it mean to live a Christ-centered life? Describe your prayer life. What is your favorite Bible verse?
2. What do you enjoy most about being a pastor? What do you enjoy the least?
3. Are you interested in more innovative or more traditional styles of worship? How do you evaluate worship? How would you introduce changes in worship? Describe yourself as a preacher.
4. What does it mean to have a pastoral heart? How do you train lay people to reach out to others with an evangelical spirit?
5. Tell us how you share your Christian faith with young people. Do you envision an active, growing youth ministry. What would it look like?
6. Where does adult education fit into the life and mission of a congregation? How do you approach Bible study for adults?
7. Describe your style of pastoral leadership. How do you encourage the priesthood of all believers?
8. What does biblical stewardship mean to you? Share how you live out your call to be a steward of God's grace and gifts.
9. Describe the mission of the Evangelical Lutheran Church in America? How would you communicate that vision to a congregation? How would you help us work with neighboring congregations to accomplish this mission?
10. We have identified _____ as one of the main concerns of our congregation. How would you respond to this concern if you were called to be our pastor?
11. How do you look upon the position of the pastor in the visitation or counseling program to: the elderly; the shut-ins; the sick; persons in distress? How important is it for a pastor to visit in the homes of the members? Describe your practice.
12. What type of plan do you envision for training children, youth and adults for faithfulness? What is your evangelism strategy? How should we care for inactive members?

13. How do you view Christian Education and its role in the parish program?
What was a recent successful Christian Education program you helped plan or to lead?
14. How do you support and encourage strong committee planning? How do you encourage goal setting by committees?
15. What do you see to be the pastor's role in the stewardship emphasis of the congregation? How do you talk about money and budgets? How do you feel about benevolence support of the Evangelical Lutheran Church in America and other agencies of the church?
16. How do you view the speaking on social issues by the pastor?
17. What are your views on ecumenical involvements locally? Beyond local?
18. What are your views on involvement of your family in the congregation? In community affairs? What are your specific hobbies and special interests?
19. What are your "Goals" for 5-10 years from now?
20. What have you learned from your life experience?

