

The Interview

An interview with a pastoral candidate is an opportunity to exchange ideas, plan for a possible future together and listen to the Holy Spirit.

Before:

1. Schedule and invite candidate(s) for interview.
2. Practice HOSPITALITY. The calling congregation is responsible for arrangements and expenses for travel, meals, and lodging of candidates. Provide each candidate with a tour of the church facility and community and have candidates meet other staff if this is a multiple staff site. If the candidate preaches and leads worship, an honorarium is required.
3. If the candidate has not yet been ordained, and will be a first call candidate, they have permission to both preach and preside.
4. Review candidate's "Rostered Leader Profile" and prepare interview questions.

Interview Process

1. Gather a list of interview questions to reflect the congregation and synod ministry goals. Draft questions around the congregation's list of leadership goals which may include preaching, worship, education, visiting, pastoral care, youth. Also draft questions around evangelism and stewardship education.
2. Listen carefully to the candidate's questions and concerns and try to relate those to the ministry goals of the congregation and synod as well.
3. Draft questions and listen carefully for:
 - the candidate's pastoral / personal style
 - the candidate's vision of the mission of the Church and congregation
 - the candidate's ministry skills
 - the candidate's theology
 - the candidate's professional growth through continuing education
 - the candidate's self-care

Evaluation of Interview

Committee meets to evaluate the climate of the candidate visit, and personal exchange of questions and concerns.

1. Does the candidate understand the mission of the Church and our mission goals for the future?
2. Does the candidate have leadership skills to lead us into mission?
3. What are this candidate's weaknesses?
4. Pray that the committee and the candidate discern God's will in this matter.