

“Interviewing for a Church Position – Questions to Ask”

1. Do you have a church constitution/bylaws that I can see?
2. Do you have a church budget I can preview?
3. Are you committed to reaching all people within your geographical area (regardless of race, social or cultural status)?
4. Do you believe the pastor is the leader of the church? Does your church believe this also?
5. Who decides who fills the pulpit?
6. Who calls and hires staff? What is the relationship of the pastor and staff? Do you utilize/have a personnel committee? What is their function?
7. What is the role of the deacons and their relationship to the pastor? Do your deacons rotate?
8. To whom is the pastor accountable? The staff?
9. For what reasons would you consider firing the pastor? A staff person? Has your church ever fired a pastor or staff person? If so, when and why?
10. What were the tenures of your last pastors? Why did they leave?
11. What is the committee structure of your church and how are they elected?
12. What expectations do you have for the pastor’s wife and family? Staff and their spouse?
13. Would you provide for me the names and telephone numbers of your last three pastors so that I can visit with them about their ministry here?
14. What are the doctrinal essentials your church has for: a) the pastor; b) worship leaders; c) teachers; d) membership?
15. May I share with you certain doctrinal standards and emphases of my theology/ministry?
16. What is the present membership of the church? Is it in a pattern of growth? Where do the members live in relation to the location of the church? What is the age balance of the membership? What is the educational level of the membership?
17. Is there a clear and complete job description of all staff positions?
18. What, if any, secretarial and other assistance will be at my disposal?
19. Has the church been successful in meeting its yearly budget?
20. What are the music/worship concepts of the church?
21. Could the community be characterized as static, transient, growing or declining?
22. Would the church be responsive to innovations in worship? Ministry? Programs?
23. Does the church support the Cooperative Program? Other programs of mission outreach, both local and foreign?
24. What is the position of the church on race relations, homosexuality, women as pastors/elders?
25. What is the position of the church on inerrancy, baptism and communion?
26. How effectively does the church minister to its youth? Senior adults? Families? Singles?
27. What is the salary structure of your church, the pattern and policies on future salary increases and the tangible benefits such as hospitalization, disability, retirement, housing allowance and travel expenses? Is a house or housing allowance provided?

28. What opportunities will there be for outside engagements? Continuing education?
29. What commitment does the church have to long-range planning?
30. May I see a video tape of a recent service?
31. Is there a church policy about staff members' involvement in weddings, funerals, etc.?
32. Is there an annual review or any standardized evaluation process of my work?
33. What are the spiritual "barometer readings" of the church?
34. What is the theological basis for this church's existence?