

Elder & Pastor Interview Questions

64 questions to ask potential shepherds of the flock

I. Personal Summary

Name & Age	
Occupation	
Wife & Years Married	
Children & Ages	
Year Saved	
Year Baptized	
Ministries with Our Church	
Past Ministry Roles	

II. Motivations

- A. Why have you chosen to be committed to our church?

- B. What can you bring to the leadership team as an elder?

- C. How long can we count on you in this position? Our By-Laws say five years.

III. Passions

- A. Joys in Life
 1. What are your spiritual gifts?

 2. What things bring you the most joy?

- B. Life Goal(s) & Calling
 1. Why did God put you on earth?

 2. How are you progressing in accomplishing God's calling for you?

 3. How do you show a commitment to world mission?

 4. Why did you make the specific choices you made in your education?

C. Personal Devotional Life

1. Describe your prayer life.
2. Describe your Bible study and reading program.
3. How many times have you read through the entire Bible?
4. How and when do you pray with your wife and children?

IV. Background**A. Family of Origin**

1. What memories of your parents remain with you?
2. How are you improving your marriage beyond your parent's marriage?
3. Describe your relationships with your siblings while growing up and right now.

B. Salvation Testimony

1. How did you trust Christ?
2. In what ways has Jesus changed your life?

C. Ministry Experience

1. How have you served in similar roles to the elder role you seek now?
2. Who has had the most significant influence on your spiritual growth? How?
3. How have you helped nurture those outside your family in spiritual growth?
4. What is your objective of preaching and your process of sermon preparation?

D. Family Life

1. Marriage

- a) Have you ever married prior to your present marriage?
- b) What stages have you experienced in your marriage?
- c) How do you lead your wife spiritually?
- d) How does your wife feel about you becoming an elder or pastor?
- e) Is there anyone right now with whom your wife has a broken relationship? How?

2. Children

- a) How do you nurture your children spiritually?
- b) What present issues are you addressing in your children?

E. Relationships

1. Relate to a time when you had to repair a broken relationship.
2. Is there anyone right now with whom you have a broken relationship? How?

F. Personal Life

1. Which of the 20 elder qualifications is your *strongest* area (Tit. 1; 1 Tim. 3; p. 235)?
2. Which of the 20 elder qualifications is your *weakest* area (Tit. 1; 1 Tim. 3; p. 235)?
3. What character traits are you presently working on?

V. Theology**A. Doctrinal Statement**

1. Have you read through our entire church doctrinal statement?
2. What part of it do you have even the slightest contrary opinion?

B. Church Practice

1. Have you read through our entire church By-Laws?
2. What part of it do you have even the slightest contrary opinion?

C. Other Theological Matters

1. What NT church offices apply today (e.g., apostles, elders, deacons, etc.)?
2. Where does the ultimate human authority in the local church lie?
3. Controversial Spiritual Gifts
 - a) Define prophecy and the gift's place in the church today.
 - b) Define tongues and the gift's place in the church today.
4. Role of Women in the Church
 - a) What ministries do you think Scripture prohibits for women? Why?
 - b) Does the Bible reserve the roles of elders and worship leaders for men? Why?
5. Church Discipline
 - a) What should the church's goal be in disciplining errant members?
 - b) Describe when you have seen church discipline and your role in the process.
6. Baptism
 - a) Are sprinkling and pouring biblical modes of baptism? Why or why not?
 - b) Should immersion be required for church membership? Why or why not?
 - c) Must church members have a believer's baptism? Why or why not?