



Pastoral Questionnaire for Our Church

Please type (preferably) your answers below in **blue** type, providing answers that approximate the size of the space designated for each question.

1. Personal Information

Name _____

Gender _____ Race _____

Address _____

Date of Birth & Age _____

City, State, Zip _____

Ordination Date _____

Country _____

Ordination Church _____

Home Phone _____

May we contact you here? _____

Work Phone _____

May we contact you here? _____

Cell Phone _____

May we contact you here? _____

2. Email address _____

3. Place of Birth _____

4. Marital Status _____

5. Your highest education level and focus is: _____

6. Are you bilingual enough to minister effectively in a second language? _____
If yes, what language(s)? _____

7. If separated, divorced, or remarried, please briefly explain in the space below:

8. Wife's name _____

7. Wife's Ethnic Background _____

9. Name(s) and birth year(s) of child(ren):

23. To what extent do you expect your wife to be involved in your ministry?

24. Share your philosophy of ministry.

25. What books and authors have most influenced your theology or philosophy of ministry?

26. How would you describe your leadership style?

27. Have you personally led people to Christ and disciplined them? Is there a particular format or set of materials that you often use? If so, what are they?

28. What do you see as the primary role(s) of pastoral ministry?

29. What do you consider the church's primary purpose(s)?

30. How would you describe your preferred style of worship? Blended? Traditional? Contemporary? Liturgical? Please explain.

31. Many in the congregation are accustomed to and desire having PowerPoint accompany and illustrate the sermon. Reflect on this fact about your own preaching and teaching style.

32. What is your perspective on denominations?

33. Have you ever been arrested for a felony? If yes, please explain.

34. Have you ever been accused of child abuse? If yes, please explain.

35. Have you ever been accused of sexual misconduct of any kind? If yes, please explain.

36. Have you ever been involved in a homosexual lifestyle? If yes, please explain.

37. Have you ever been subject to discipline by a religious body? If so, please explain.

38. Before the Lord, are there any personal or professional issues or hindrances that you believe would prohibit you from serving as a godly pastor at Crossroads International Church? If so, what are they?

DOCTRINAL ISSUES SECTION

39. First, please read through the two-page “CIC Pastoral Job Description” we sent you and the “Beliefs” section on the Crossroads International Church website [here](#). If applicable, please share any issues, concerns, disagreements, etc., you might have with what is stated concerning either one (or both) of these documents.

40. **Regarding the Trinity:** The Godhead eternally exists in three Persons -- the Father, the Son, and the Holy Spirit. These three are one God, having precisely the exact nature, attributes, and perfections, and worthy of precisely the exact obedience, reverence, and worship.

Agree without reservation

Disagree – Explanation:

41. **Regarding God the Father:** God the Father is an infinite, personal spirit, perfect in every way. He concerns Himself mercifully in the affairs of persons, hearing and answering prayer and saving from sin and death all who come to Him through Jesus Christ.
- Agree without reservation
- Disagree – Explanation:
42. **Regarding God, the Son:** Jesus Christ is God's only begotten Son, equal in deity to the Father and the Holy Spirit. He was born of a virgin, lived a sinless life, and performed supernatural miracles while on Earth. He gave His life as an atoning, substitutionary death for the sins of the world. He ascended to Heaven where He makes perpetual intercession for His people.
- Agree without reservation
- Disagree – Explanation:
43. **Regarding God, the Holy Spirit:** The Holy Spirit is an infinite, personal spirit, equal in deity to the Father and the Son. He came into the world to convict the world of sin, righteousness, and judgment and to regenerate, sanctify, and empower all who believe in Christ. The Holy Spirit indwells every believer and is his or her helper, teacher, and guide.
- Agree without reservation
- Disagree – Explanation:
44. **Regarding the basis of salvation:** All persons are sinners by nature and by choice, and are, as a result, separated from God and under condemnation. God accepted Christ's death as completely sufficient to pay for the sins of the world. No work of mankind, no matter how sincere or noble, adds any worth to the payment of Christ's death. People are saved by simply believing that Christ's death paid for their sins and by receiving Christ as their personal Savior.
- Agree without reservation
- Disagree – Explanation:
45. **Regarding the universal church:** The true Church is composed of all such persons who, through saving faith in Jesus Christ, have been regenerated by the Holy Spirit and are united together in the body of Christ, of which He is the Head.
- Agree without reservation
- Disagree – Explanation:
46. **Regarding Heaven and Hell:** All persons will be raised from the dead; the believer to everlasting blessedness and joy with the Lord; the unbeliever to judgment and everlasting, conscious punishment.
- Agree without reservation
- Disagree – Explanation:

MULTIPLE OPTION DOCTRINAL QUESTIONS

47. Regarding the extent of the inspiration of the Bible, choose EVERY position that you would feel comfortable applying in your ministry.

- A. The Holy Spirit superintended the human authors, using their style and personalities, to compose and record God's Word without error in the original manuscripts. Most versions today are still inspired to the level of the very words of Scripture and acceptable for our use.
- B. God inspired the concepts in the Bible, but not to the level of the words themselves. This still makes the Bible our final authority for all faith and living.
- C. God inspired men to write the Bible, but because they were sinners, they made numerous errors in writing what God told them. However, what we have today, even in the historical and scientific sections, is primarily the inspired word of God.
- D. The parts of the Bible that relate to spiritual truth are inspired, but there are errors in certain passages that discuss history, science, and the like.
- E. The Bible is not in itself the Word of God, but it can "become" the Word of God to people as they study it to seek God's will.
- F. The Bible is not inspired by God. It is just a book of religious stories written by men.

48. Regarding the eternal security of the believer, choose EVERY position you are willing to support, such as the position of a church in which you minister.

- A. There is no eternal security for the believer. Christians can always choose to leave God's grace.
- B. Believers have an assurance of salvation only as they continue to experience growth in Christlikeness.
- C. The Christian can obtain assurance of salvation only after s/he attains spiritual perfection.
- D. Everyone who truly trusts Christ's death for forgiveness is eternally secure regardless of past or future sins. The Bible promises this, and the Holy Spirit is given as proof of God's promise.
- E. Eternal security is based on God's election. God causes the elect person to persevere despite him or herself.

49. Regarding the mode of water baptism, choose EVERY answer you are willing to support as the position of a church where you minister.

- A. I practice baptizing once with immersion in the name of Father, Son, and Holy Spirit.
- B. I practice baptizing once with immersion in the name of Christ only.
- C. I practice baptizing by sprinkling.
- D. I practice baptizing by pouring.

50. Regarding whom should be water-baptized, choose EVERY answer you are willing to support as the position of a church where you minister.

- A. Persons of any age (even infants) may be baptized, even if they have not yet personally initiated a saving relationship with Christ.
- B. Persons may be baptized who may or may not be old enough to understand salvation fully but say they believe Jesus is their savior and are willing to be baptized.
- C. Persons who are old enough to understand what they are doing may be baptized even if they do not yet have a saving relationship with Christ.
- D. Persons who are old enough to understand what they are doing and have personally received Christ as their Savior may be baptized.

51. Regarding charismatic gifts, choose EVERY answer you are willing to support as the position of a church where you minister.

- A. All the spiritual gifts were given only to persons in the first-century church. Afterwards, they all ceased.
- B. The sign and revelatory gifts ceased with the closing of the canon. They are never given today.
- C. The Bible does not explicitly state that they have ceased, but God does not seem to be giving the sign and revelatory gifts today.
- D. God may sometimes give a few believers the sign and revelatory gifts today (for instance, on foreign mission fields where the gospel must be validated for the first time), but they are not normative for most believers.
- E. The sign and revelatory gifts are just as normative today as they were in the first century to those open to God's complete will.
- F. Specific sign and revelatory gifts (such as speaking in tongues) are the experience of every believer who has received the second work of grace.
- G. Specific sign and revelatory gifts (such as speaking in tongues) are the experience of every genuinely saved believer.

52. Regarding divorce and re-marriage, choose EVERY answer you are willing to support as the position of a church in which you minister.

- A. God's hatred for divorce forbids anyone to seek divorce. Marriage to another while the previous partner is alive is adultery, with no exceptions.
- B. God's hatred of divorce forbids the believer to seek divorce but permits the unbeliever in a relationship to carry through the process; marriage to another, while the previous partner is alive, is adultery, with no exceptions.
- C. A believer may seek divorce if the partner is unfaithful by the sin of adultery or desertion; marriage to another while the previous partner is alive is adultery.
- D. A believer may seek divorce if the partners are incompatible; marriage to another while the previous partner is alive is adultery.
- E. God's hatred of divorce forbids the believer to seek divorce but permits the unbeliever in a relationship to carry through the process. In this case, marriage to another while the previous partner is alive is allowed.
- F. A believer may seek divorce if the partner is unfaithful by the sin of adultery or desertion; marriage to another while the previous partner is alive is permitted.
- G. A believer may seek divorce if the partners are incompatible; marriage to another is permitted while the previous partner is alive.

53. Regarding the involvement of persons who are divorced/re-married in ministry, please choose EVERY position you are willing to support as the position of a church in which you minister.

- A. No divorced person is allowed to hold a leadership position in the church.
- B. Persons divorced/remarried before they were saved are forgiven and not treated as if they were divorced. They may hold leadership positions, but not those divorced/remarried after they were saved.
- C. Persons who were divorced/remarried after salvation may (after a healing period) hold leadership positions, but only if their divorce was due to adultery or desertion.
- D. Persons who were divorced/remarried after salvation may (after a healing period) hold leadership positions if they have truly repented of all personal sins they committed in the divorce.
- E. No one is perfect, and divorce should be treated like any other sin. Persons who have done this and repented of any sin are immediately eligible for leadership.
- F. Almost everyone commits adultery in his/her heart daily. Even persons in the process of divorce (regardless of the reason) should be allowed to fill or continue in leadership roles.

54. Regarding the Lord's Supper, choose EVERY answer you are willing to support as the position of a church where you minister.

- A. Transubstantiation: The bread and wine transform mystically into the body and blood of Christ, imparting grace to the believer.
- B. Real Presence: Christ is mystically present with the bread and the cup.
- C. Spiritual Presence: Christ is spiritually present with the bread and the cup.
- D. Emblematic: The bread and the cup picture Christ's new covenant death for us.

55. Regarding authority above the local church, choose EVERY position you are willing to support as the position of a church where you minister.

- A. God has given authority to one person above the local church level to oversee the church (and perhaps others also). The local church is responsible for obeying this person's authority.
- B. God has given authority to one person or a group outside of the local church. This person or group has delegated that authority down through several layers of leaders. The local church is responsible for obeying this chain of authority.
- C. Local churches in a denomination or association elect/appoint/recognize and delegate authority to the collective group of these representatives. The local churches are responsible for obeying this group.
- D. There is no authority above the local church. Still, local churches should voluntarily submit to the leadership of denominational leaders because the cause of Christ is almost always better served by many than by few.
- E. There is no authority above the local church. Still, local churches should organize or participate in regional or local associations of other churches voluntarily since the cause of Christ is better served that way.
- F. Cooperative: There is no authority above the local church, but local churches should often cooperate with a few other local churches voluntarily whenever the cause of Christ is better served that way.
- G. Separatist: There is no authority above the local church, and local churches should be cautious when cooperating with those outside their church.

56. Regarding authority within the local church, choose EVERY position you are willing to support as the position of a church in which you minister.

- A. Final authority resides in the pastor, who determines, interprets, and declares God's Word and will to the church.
- B. Final authority resides in the pastor, who shares this authority with other leaders as a senior partner would with junior partners. The pastor usually has the final say over all policies and personnel.
- C. Final authority resides in the elder/board, which appoints other board members/elders and determines, interprets, and declares God's Word and will to the church.
- D. Final authority lies with the congregation, but they delegate this (almost) exclusively to the senior pastor when s/he is called to the church. The pastor then leads (mostly) as s/he chooses (sometimes using elders/deacons as junior leaders) unless the congregation votes to fire the pastor.
- E. Final authority lies with the congregation but is only exercised to vote for the pastor(s) and elders (and the budget, constitutional changes, etc.). Apart from these issues, the elders with whom the pastor is an equal exercise authority as they see fit and carry out this authority, often through the staff, unless the congregation impeaches them.
- F. Final authority lies with the congregation and is exercised through frequent congregational meetings to vote on most positions and issues in church life. The pastor/staff/other leaders are servants who carry out this authority.

57. Regarding the role of women in the church, choose EVERY answer you are willing to support as the church's position in which you minister.

- A. In Christ, males and females are equal in honor, authority, and opportunity to serve in any ministry role.
- B. Only men are permitted to be elders and pastors, but women may serve in (almost) any other ministry role.
- C. Only men can be an elder, a pastor, a teacher of men, or *any* other position of authority.
- D. Women were created to be "helpmeets" and are not allowed to fill any role other than serving roles in the church.

58. Regarding the millennium, choose EVERY position you are willing to support as the position of a church where you minister.

- A. The millennium is only an apocalyptic metaphor. It will never really happen.
- B. The millennium is a potentially present political realization if only the government submits to Christ.
- C. The millennium is a metaphor for the church and is taking place today.
- D. The millennium is a metaphor for heaven; the believer experiences it when s/he dies and goes to heaven.
- E. As the church follows Christ to overcome the world, we join Christ in bringing in the kingdom. This is the millennium.
- F. The millennium is the literal 1,000-year reign of Christ on earth during the end-times.

59. Regarding the time of the tribulation and rapture, choose EVERY answer you are willing to support as the position of a church where you minister.

- A. The rapture comes before the seven-year tribulation.
- B. The rapture comes before the "Wrath of God" near the middle of the seven-year tribulation.
- C. The rapture comes midway through the seven-year tribulation.
- D. The rapture, when it comes, only takes those believers who are ready.
- E. The rapture comes with or close to the Second Coming of Christ.

60. Regarding Israel and the Church, choose EVERY answer you are willing to support as the position of the church where you minister.

- A. Israel includes all the ethnic descendants of Jacob plus Gentile converts who joined the nation.
- B. Israel was ethnic in the OT, but it is equal to the Church in the NT, which has replaced national Israel.
- C. God fulfilled all his promises to OT Israel so that no prophecies will be fulfilled in the future.
- D. God has yet to fulfill many prophecies to Israel in the future.
- E. The Jewish people have no right to their ancient land today.

61. Is there anything else you want to share or ask about us as a church? If so, please elaborate below and on the next page.

62. Please provide **three** references: their name, email address, telephone number, and relation to you.