**Elder & Pastor Interview Questions**

*64 questions to ask potential shepherds of the flock*

# Personal Summary

|  |  |
| --- | --- |
| **Name & Age** |  |
| **Occupation** |  |
| **Wife & Yrs Married**  |  |
| **Children & Ages** |  |
| **Year Saved** |  |
| **Year Baptized** |  |
| **Ministries with Our Church** |  |
| **Past Ministry Roles** |  |

# Motivations

## Why have you chosen to be committed to our church?

## What do you think you can bring to the leadership team as an elder?

## How long can we count on your involvement in this position? Our By-Laws say 5 years.

# Passions

## Joys in Life

### What are your spiritual gifts?

### What things bring you the most joy?

## Life Goal(s) & Calling

### Why did God put you on earth?

### How are you progressing in accomplishing God’s calling for you?

### How do you show a commitment to world mission?

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

## Personal Devotional Life

### Describe your prayer life.

### Describe your Bible study and reading program.

### How many times have you read through the entire Bible?

### How and when do you pray with your wife and children?

# Background

## Family of Origin

### What memories of your parents remain with you?

### How are you improving your marriage beyond your parent’s marriage?

### Describe your relationships with your siblings while growing up and right now.

## Salvation Testimony

### How did you trust Christ?

### In what ways has Jesus changed your life?

## Ministry Experience

### How have you served in similar roles to the elder role you are seeking now?

### Who has had the greatest influence in your spiritual growth? How?

### How have you helped nurture those outside your family in spiritual growth?

### What is your objective of preaching and your process of sermon preparation?

## Family Life

### Marriage

#### Have you ever married prior to your present marriage?

#### What stages have you experienced in your marriage?

#### How do you lead your wife spiritually?

#### How does your wife feel about you becoming an elder or pastor?

#### Is there anyone right now with whom your wife has a broken relationship? How?

### Children

#### How do you nurture your children spiritually?

#### What present issues are you addressing in your children?

## Relationships

### Relate a time when you had to repair a broken relationship.

### Is there anyone right now with whom you have a broken relationship? How?

## Personal Life

### Which of the 20 elder qualifications is your *strongest* area (Tit. 1; 1 Tim. 3; p. 235)?

### Which of the 20 elder qualifications is your *weakest* area (Tit. 1; 1 Tim. 3; p. 235)?

### What character traits are you presently working on?

# Theology

## Doctrinal Statement

### Have you read through our entire church doctrinal statement?

### What part of it do you have even the slightest contrary opinion?

## Church Practice

### Have you read through our entire church By-Laws?

### What part of it do you have even the slightest contrary opinion?

## Other Theological Matters

### What NT church offices apply today (e.g., apostles, elders, deacons, etc.)?

### Where does the ultimate human authority in the local church lie?

### Controversial Spiritual Gifts

#### Define prophecy and its place in the church today.

#### Define tongues and its place in the church today.

### Role of Women in the Church

#### What ministries do you think Scripture prohibits for women? Why?

#### Does the Bible reserve the roles of elders and worship leaders for men? Why?

### Church Discipline

#### What should be the church’s goal in disciplining errant members?

#### Describe when you have seen church discipline and your role in the process.

### Baptism

#### Are sprinkling and pouring biblical modes of baptism? Why or why not?

#### Should immersion be required for church membership? Why or why not?

#### Should believer’s baptism be required for church membership? Why or why not?