

Interview Questions

1. Describe the community/this region of the country.
2. What is the church known for in the community?
3. Brief history of the church.
4. Tell me about the current staff.
5. What is make-up of the church (blue collar-white collar)?
6. Average age of the congregation?
7. What are the churches strengths and weaknesses?
8. Describe the governmental structure of the church.
9. Accountability/Network affiliations?
10. What have been the long-term successes of the church?
11. Tell me a little about the pastors of the last 10-12 years.
12. Doctrinal statement?
13. Core Values?
14. Outreach ministries?
15. Personality of the church, what makes them unique?
16. What is the church most passionate about?
17. What ruffles the church's feathers? (What are the sacred cows?)
18. Size children's ministry?
19. Size youth group?
20. How many on payroll?
21. Financially, where is the church? Average weekly offering? Debt?
22. Why did the last pastor leave? How long was he there? Was the transition out healthy?
23. Strengths and weakness of the last pastor?
24. Describe the expectations of the pastor's family?
25. Complete the sentence. A successful pastor of RCC . . .
26. In the past how has leadership handled difficult people? (avoid, confront, etc.)
27. Salary:
 - Gross
 - Reimbursements
 - Social Security
 - Health coverage
 - Disability Insurance
 - Books/Library

- Computer
- Mileage
- Conferences/Education
- Relocation Issues

28. Church Budget

29. Mission's Budget

30. Materials:

- Reports
- Bulletin
- Brochures
- Flyers
- Records

31. Number of services a week, small groups?