

# Pastoral Applicant Questionnaire

*It is the one and only Spirit who distributes all these gifts. He alone decides which gift each person should have. 1 Corinthians 12:11 (NLT)*

**Name:**

**Date:**

Please complete and submit the following questionnaire to the regional and district directors. Responses from pastoral applicants will assist the Church Pastoral Search Team in prayerfully recommending a pastoral candidate to the membership.

## CORE VALUES

### **Core Values Are:**

- What we stand for
- What we are all about
- Who we are
- What we would “die” for

1. What are your basic core values?

2. Could you lead and minister to a church if its core values are different than yours? If so, how?

3. Recognizing that you are not yet the pastor of the church and there is still much to learn about it, what goals do you believe the *church* should have?

4. What do you believe would be your *personal* ministry goals for this church?

5. What is it about this church that causes you to believe that your values may be aligned?

## Leadership Questions

6. Are you a take-charge leader? A leader who delegates? Describe your leadership style.
7. On a scale of 1-5, with one representing the highest level, at what level (breadth and pace) are you a leader of change? Explain.
8. What has been the level of fruitfulness and growth in ministries you have led? Describe.
9. People oriented leaders must learn to manage tasks. Task oriented leaders must learn to develop and nurture relationships. What is your natural orientation (circle or X)?

Task							Relational
1	2	3	4	5	6	7	

Explain or describe.

10. How do you respond to conflict or criticism? Share about a conflict that you were able to resolve.

11. To whom are you presently accountable? How does that function? If you were to become pastor of this church to whom would you have lines of accountability?

12. What do you expect from church leadership?

13. What are your leadership strengths and weaknesses?

14. When you meet a new visitor at church, what is your main goal?

15. If you have served as a senior pastor what do you consider your greatest contribution in your current (or previous) church? What will last after you leave?

## General Questions

16. When did God call you to ministry and what are the primary elements of that call?

17. What doctrines and themes are primary in your teaching and preaching?

18. Is your pulpit ministry inspirational preaching? Expository teaching? Please describe.

19. How does the Holy Spirit usually minister through you?

20. If married, what is your spouse's role in family and ministry?

21. With what type of people do you have the most difficulty?

22. What are your most productive personal characteristics or strengths?

23. What would you do differently if you were beginning your ministry all over again in your current (or previous) church?

24. Who are your heroes or mentors? Discuss their impact.

25. What do you do for fun on your days off?