

Structured Pastoral Interview Guide

Full-size companion resource • Print additional copies as needed. Keep candidate-specific information in restricted, secure storage.

Purpose: Evaluate pastoral qualifications through consistent questions, careful listening, and evidence. Every interviewer should complete an independent assessment before group discussion.

Candidate ID: _____ Interview date: _____

Round / duration: _____ Facilitator: _____

Interviewers and assigned areas: _____

Before the Interview

- ☐ Confirm the current approved position profile and unresolved questions.
- ☐ Use the same essential questions for candidates at the same stage.
- ☐ Assign the facilitator, question areas, note taker, and timekeeper.
- ☐ Reserve meaningful time for candidate questions.
- ☐ Explain confidentiality and what information may be shared.

1. Biblical Character and Spiritual Maturity

1. How do you cultivate your own spiritual life while caring for others?
2. Describe a time when someone corrected you. What was your response, and what changed?
3. How do you maintain appropriate accountability, integrity, and relationships in ministry?

Evidence and follow-up: _____

2. Doctrine and Biblical Teaching

4. How would you explain the gospel and the nature of the local church?
5. Walk us through how you prepared a recent sermon and interpreted its biblical passage.
6. Which of our church's doctrinal convictions have you studied most carefully, and why?

Evidence and follow-up: _____

3. Pastoral Shepherding and Leadership

7. Describe a pastoral care situation, protecting the identities of those involved, that required patience and wisdom.
8. Tell us about a disagreement with another church leader. What did you do, and what did you learn?
9. Give one concrete example of developing another person for ministry leadership.

Evidence and follow-up: _____

4. Congregational Readiness

10. What opportunities and challenges do you see in our church's current circumstances?
11. What would you prioritize during an initial listening and learning season?

12. What support and governance clarity would you need to serve here faithfully?

Evidence and follow-up: _____

Candidate Questions

What did the candidate ask? _____

What did our team commit to send or clarify? _____

Independent Interviewer Assessment

Specific evidence of biblical and spiritual maturity: _____

Specific evidence of ministry competency: _____

Potential contextual strengths and limits: _____

Questions requiring references or additional evaluation: _____

Interviewer recommendation: Advance / Hold / Gather Information / Decline

Reason: _____

Interviewer signature/date: _____

Interview Method Example (Hypothetical)

Question: 'Tell us about developing another ministry leader.'

Weak evidence: 'I love mentoring people.'

Promising but unverified report: 'I trained two volunteers who now lead groups.'

Corroborated evidence: Candidate provides specific roles, actions, and outcomes, and authorized references independently confirm the account.