

SUGGESTED ORGANIZATION OF QUESTIONS/CONCERNS FOR THE INTERVIEW

I. Personal

1. Tell us something about yourself and your family.
2. What are your hobbies and your outlets for recreation or relaxation?
3. What views do you and your spouse have relating to her/his involvement in parish life, community affairs, employment?
- 4.

II. Ministry

1. What has been your most rewarding experience in your present parish?
2. What would you like to see happening that isn't?
3. What do you enjoy most about being a pastor? What do you enjoy least?
4. What is your style of ministry?
5. What is the role of the laity in the ministry?
6. What do you consider to be the relationship of the pastor to the congregation council?
7. What kind of a decision making process do you recommend?
- 8.

III. Worship

1. What are your concepts of worship?
2. What are your views of liturgy, chanting, lay participation in worship leadership roles?
3. How do you view "innovations" relating to traditional worship?
4. What is the purpose of the sermon?
5. How would you describe your preaching style?
6. In what ways can the laity assist in helping the pastor to maintain a high level of sermon quality?
7. What are your views on frequency of services of Holy Communion and age for admission to the Lord's Supper?
- 8.

IV. Evangelism:

1. What is your concept of evangelism?
2. How do you feel about evangelism "programs?"
3. What do you feel should be requirements for church membership?
4. How would you enlist/train laity for evangelism ministry?
5. How do you deal with inactive members?
- 6.

V. Education

1. How do you view Christian education and its role in the parish program?
2. What do you see as your role in education in the parish?
3. What is your approach to adult education?

4. What is your approach to confirmation and confirmation instruction?
5. What is your curriculum practice and preference for all age levels?
6. What is your approach to youth ministry?
- 7.

VI. Theology

1. How would you summarize the Lutheran understanding of the Christian faith?
2. What is your understanding of the Bible: what it is and how to interpret it?
- 3.

VII. Planning

1. How would you involve congregational leadership in planning for the congregation's mission and ministry?
2. How do you feel about an annual review and evaluation, made between the key laity and the pastor, of pastoral, congregation council and committee ministries?
3. What are your views on an annual council retreat?
- 4.

VIII. Community and Social Action

1. To what extent should a pastor be involved in social action?
2. To what extent should a congregation be involved in social action?
3. What is your concept of the pastor's role in the community?
- 4.

IX. Wider Church Involvement

1. What do you see as your role in cluster, conference, and synodical ministries?
2. What are your expectations of the involvement of the congregation and/or its members in those ministries?
3. What are your thoughts about local, conference, and synodical benevolence?
4. How do you feel about working with non-Lutheran churches in the community?
- 5.

X. Stewardship

1. What is your understanding of stewardship?
2. How do you feel about stewardship programs?
3. What is the best way to motivate people to share their gifts, time, abilities, money?
- 4.

XI. Special Concerns of the Congregation

1. We have identified _____ as one of the main concerns of our congregation. What approach would you take in dealing with this?
- 2.

XII. Miscellaneous Questions

1. How many pre-marital counseling sessions do you have with couples contemplating marriage? What do you try to accomplish in these sessions?
2. How do you feel congregation council meetings can be made most effective?
3. What is your concept of administration?
4. What kind of continuing education opportunities have you been involved in over the past five years?
5. Would you be willing to involve yourself in retreats, such as your, council, etc?
6. How do you feel conflict should be handled in a congregation?
7. What suggestions would you have for good communication between pastor and council, between council and congregation, etc?
8. As you have responded to our questions and listened to our concerns, what are some of your anxieties concerning this congregation?
9. From the impressions you have gained from this brief encounter, and if you became pastor of this congregation, where would you put your greatest emphasis during the first year?
10. How do you feel about calling on members? the sick and shut-in? inactive members? prospective members?
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AN ALTERNATE INTERVIEW GUIDE

Questions a Congregation and Pastor Could Ask Each Other as They Explore a Possible Pastoral Call

I. Broad Subjects for Discussion

A. What is the main message and mission of the church?

1. What do you think the church should be saying and doing, taking into account the word of God, Lutheran theology, and needs in today's church and world?
2. How would this pastor provide leadership for that "saying and doing"?
3. How does this congregation engage in that message and mission?
4. What are the implications for preaching?

B. What are the top priorities of this congregation in mission? Of this pastor in ministry?

1. What few things have you decided to say and do well, given the variety of expectations that exist in this situation?
2. How will you, together, deal with those real needs and expectations which are not part of your main priorities?

C. What leadership patterns are used in this congregation? By this pastor?

1. Who initiates programs, ideas, and suggestions? Who approves them? Who administers them?
2. How do you see lay and pastoral leadership relating to each other?
3. What interpersonal considerations are important – style of life; ability to relate to parishioners, community members, persons with special needs, etc?
4. How do you deal with conflicting points of view?
5. Where do you see authority residing in your life together?

II. More specific concerns:

- A. What kinds of calling and visitation seem important to the pastor and congregation? Why? How are the calling tasks shared? What skills are needed for those tasks?
- B. What training/enabling patterns seem to be needed in order that members may be effective in their particular ministries? To whom do you look for that "equipping of the saints for the work of ministry?"
- C. What degree and kind of community involvement does this congregation

- have? Want to have? Whose task is that? What kinds of community involvement should the pastor have?
- D. What priority do congregation and pastor assign to responding to the needs of troubled people? How is that priority reflected in the congregational program? In the pastor's use of time? In sermons, fellowship groups, linkages with other community care persons or agencies?
- E. What philosophy and program of youth work would seem most appropriate to this congregation and community? How do lay leaders and pastor team on this aspect of ministry?
- F. What philosophy and program of parish education best fits this setting? What particular education programs have been or would be especially helpful? What new dimensions would add to the effectiveness of the teaching ministry here?
- G. What are the worship patterns most appreciated by congregation and by pastor? What degree of flexibility or inflexibility characterizes attitudes toward worship forms? How important is the worship, proclamation, and sacramental dimension of your life together? What special concerns or practices do you have in connection with Baptism? With Holy Communion?
- H. What priority do you assign to evangelism – witness and outreach into the lives of those beyond the church? How is that priority expressed in the programs of the congregation? In the expectations placed on the pastor?
- I. What philosophy and program do you have with respect to stewardship? Commitment of time and talent? Financial support? Tithing?
- J. What attitude do people and pastor have in regard to private, family, small group and congregational devotional life?
- K. How do congregation members, community residents, pastor and parsonage family feel about matters of lifestyle, i.e. dress, language, schedule, values and goals in life?
- L. What expectations are there toward the pastor's spouse and family? Are they shared by the parsonage family?
- M. How do congregation and pastor relate to the rest of the Body of Christ and to the mission of the whole church? How are loyalty, participation, and support expressed?
- N. What value do pastor and congregation place on a pastor's continuing education? How will that be expressed in the Letter of Call?

SUGGESTED INTERVIEW QUESTIONS

This list of possible questions is not comprehensive but merely suggestive for the committee:

1. What events led you to prepare for the ministry?
2. Briefly state your personal faith.
3. How do you describe yourself theologically?
4. How do you nurture yourself spiritually?
5. How do you care for yourself physically, emotionally, socially?
6. What personal traits and gifts do you have that make it possible for you to be effective as a pastor?
7. What books have you read recently that have made an impression on you?
8. How do you prepare a sermon?
9. Describe the areas of pastoral ministry you enjoy the most.
10. Describe the areas of pastoral ministry you enjoy the least.
11. What role do you see yourself fulfilling in relating to committees?
12. Tell us about your philosophy and style of pastoral visitation.
13. Discuss your expectations concerning catechetical instruction.
14. Share your thoughts regarding the worship life of a congregation.
15. In what ways do you participate in the community? In the synod?
16. What areas of involvement in your last/current parish gave you personal satisfaction?
17. What is it about our congregation that interests and challenges you?

