

Pastor Candidate Interview Questions

Source abbreviations used: KY = KY Interview Questions.pdf; TX = TX Interview Questions.pdf; CAL = Calvary Survey Questions.docx; PY = Phil Young Interview Questions.pdf; MG = M. Guinn Questions.docx.

Phase 1 - Pastor only

Theme	Question	Source(s)
Opening / Calling / Fit	Briefly tell us about your conversion, your call to ministry, and the main lessons God has taught you through your ministry journey.	TX, PY, CAL
Opening / Calling / Fit	Why do you believe God may be leading you to Calvary specifically, and what attracts you to this church at this point in your ministry?	KY, TX, PY, CAL
Opening / Calling / Fit	How do you feel leaving a healthy ministry for you and your family for a role at Calvary?	PY
Opening / Calling / Fit	What have you learned in your current congregation that would make you a better pastor here?	KY, TX, PY
Opening / Calling / Fit	What are your greatest strengths, and in what areas are your greatest needs personally or in ministry?	KY, TX, CAL
Theology and Doctrine	Describe your understanding of the gospel and your view of biblical authority, inspiration, and inerrancy.	TX, PY, CAL
Theology and Doctrine	To what degree, if any, do you differ with the historical doctrinal positions of this church or Southern Baptist doctrine?	KY, TX
Theology and Doctrine	What is the relationship between God's sovereignty and man's free will as it pertains to salvation?	TX
Theology and Doctrine	Tell us about a Scripture interpretation you have changed your mind about. What changed, and how did you handle that process?	CAL
Theology and Doctrine	In your view, what is the role of the Old Testament in proclaiming the gospel?	CAL
Theology and Doctrine	What is your personal belief in cessation vs. continuation of the "charismatic" gifts of the Holy Spirit?	CAL
Theology and Doctrine	What is the role of women in church leadership, particularly a pastoral position? And marriage, divorce, and remarriage as it pertains to staff, deacons, other church office positions?	CAL
Preaching and Worship	How would you describe your preaching philosophy and style? How do you normally prepare sermons and choose sermon topics? Would you use AI as an assistant in sermon preparation? If so, what guardrails would you use?	KY, TX, PY, CAL
Preaching and Worship	How do you address controversial cultural issues, finances, or other hard topics from the pulpit while remaining faithful to Scripture? How would you respond if a church member, regular attendee, or ministry volunteer identified as LGBTQ?	KY, TX, PY, CAL
Preaching and Worship	What does a multigenerational worship service look like to you?	KY, TX
Vision and Change Leadership	What does a healthy, Christ-focused, God-centered church look like to you?	PY, CAL, TX
Vision and Change Leadership	Based on what you know now, what would your first 90 days and first year at Calvary look like?	KY, TX, PY, CAL
Vision and Change Leadership	What would you hope to see happen at Calvary over the next three to five years?	PY, CAL
Vision and Change Leadership	How would you lead change while honoring church history and healing fractured relationships within the church body?	TX, PY, CAL
Leadership, Governance, and Staff	Describe your leadership style, including how you delegate, make decisions, and receive direction from others.	KY, TX, PY, CAL
Leadership, Governance, and Staff	What church polity or governance structure do you believe is healthiest - pastor-led, elder-led, deacon-led, committee-led, or congregational - and why? Calvary today: Pastor led, deacon served, congregation affirmed. Would this be something you would want to change or work within?	KY, TX, CAL
Leadership, Governance, and Staff	What should be the role of deacons, lay leaders, committees, and staff in accomplishing the mission of the church?	KY, TX, PY
Leadership, Governance, and Staff	Tell us about a time you handled conflict, criticism, opposition, or an unpopular decision in ministry. What did you do, and what did you learn?	KY, TX, PY
Leadership, Governance, and Staff	How do you develop leaders and equip members for ministry rather than personally carrying every need yourself?	PY, CAL
Pastoral Care, Counseling, and Safeguards	What is your approach to pastoral care and counseling, and what types of counseling do you personally provide or refer out?	KY, TX, PY
Pastoral Care, Counseling, and Safeguards	What safeguards have you established to protect yourself, counselees, children/youth, and the church from sexual misconduct or inappropriate boundaries?	KY, TX
Pastoral Care, Counseling, and Safeguards	How do you view your role in visiting members, guests, the sick, and those in crisis, and how do you equip others to share that care?	KY, TX

Evangelism, Missions, Discipleship, and Community	Describe your personal evangelism practices and how you would equip the church for evangelism and discipleship.	TX, PY
Evangelism, Missions, Discipleship, and Community	What role should missions, denominational partnerships, the Cooperative Program, and community ministry play in the life of the church?	KY, TX, PY, CAL
Evangelism, Missions, Discipleship, and Community	How would you minister to all ages and life groups represented in the church, including children, youth, college students, adults, and senior adults?	CAL, KY
Personal Integrity and Accountability	What spiritual disciplines, rule of life, and accountability practices protect your spiritual life and ministry integrity?	KY, TX, PY, CAL, MG
Personal Integrity and Accountability	Are there any issues from your past, personal life, finances, family situation, or ministry history that we should know about before moving forward?	KY, TX, PY, CAL
Personal Integrity and Accountability	Have you ever been charged with or convicted of a crime?	KY, TX
Personal Integrity and Accountability	Do you have any pressing financial issues, outstanding debts, or history of bankruptcy that could affect your ministry or decision-making?	KY, TX, MG
Personal Integrity and Accountability	Have you viewed pornography in the last 10 years? If yes, please explain the timing, pattern, accountability, and current safeguards.	MG
Personal Integrity and Accountability	What is your attitude and personal practice regarding alcohol, tobacco, and any history of drug addiction or substance abuse?	TX, MG
Personal Integrity and Accountability	Do you have outside business involvements or commitments that could compete with pastoral responsibilities? Do you currently hold a role teaching at a seminary	KY, TX, MG

Phase 2 - Pastor and wife

Theme	Question	Source(s)
Family and Calling	Tell us about your family and how each of you is processing the possibility of this job change.	KY, TX, PY, CAL
Family and Calling	How has your family handled the demands of pastoral ministry in previous seasons?	PY
Family and Calling	What helps protect your marriage, family rhythms, spiritual health, rest, and renewal in ministry?	KY, TX, PY, MG
Boundaries and Support	What boundaries and time-off expectations are important for your family to remain healthy?	PY, KY, TX
Boundaries and Support	How can a church best support a pastoral family without placing unhealthy expectations on the pastor's wife or children?	KY, TX, PY
Boundaries and Support	What level of involvement would you both expect or hope for the pastor's wife to have in church life?	PY, KY
Relocation and Practical Fit	If you were to move here, what practical needs, housing considerations, school/family considerations, or relocation concerns would be important?	KY, TX
Family and Personal Support	When either of you is under stress or facing a personal problem, who provides counsel, friendship, and support?	KY, PY
Concerns and Questions	What excites you about Calvary, and what concerns or challenges do you see from a family perspective?	PY, CAL
Concerns and Questions	What questions do you have for us, and is there anything sensitive we have not asked that we should know, in confidence?	KY, TX, PY