

**APPENDIX G**  
**Youth & Children's Ministry Worker**  
**THE INTERVIEW**

**General Suggestions:**

- Interview should take about 20 - 30 minutes.
- Form your questions to be open-ended to elicit more than a simple yes or no.
- Use a one page interview form which contains the name of the applicant, name & title of interviewer, date, time and place of the interview. [Sample form follows.]
- Take brief notes of the interview, especially anything that bears notice.
- The interviewer should sign the interview sheet and state on the form whether or not the interview raised any concerns about the applicant that indicates follow up is needed or that the applicant should be disallowed from any ministry with minors.

**Sample Questions:** (Choose 4 – 6 applicable questions or edit to meet your needs.)

- Tell me about your experiences working with children or youth.
- What skills or strengths would you bring into your youth ministry work?
- What attracted you to this Church? What do you like best about this Church?
- Tell me about your best memories as a child participating in a church youth program?
- What are your hobbies? What do you do when you have free time?
- What age children are you most comfortable with? Why?
- Why are you interested in doing children's ministry here?
- How would you handle the following situation(s):
  1. A child age 3 takes a toy that another similarly aged child was peacefully playing with?
  2. A child age 8 takes a toy that a younger child was playing with?
  3. A child age 10 hits another child for no apparent reason?
  4. A 14 year old who is usually gregarious is sullen and withdrawn?
  5. On an outing, a 9 year old acts out several times inappropriately?
  6. A parent demands that another child be banned from the nursery for hitting her child?
  7. A co-worker is constantly texting rather than being attentive to the children?
- What are your personal and professional goals?
- How do you evaluate your success as a youth ministry worker?
- What do you consider to be the ideal environment for elementary age ministry? Youth ministry?
- Share one personal or spiritual growth area that you have been working on.
- What qualities do you look for in a children's ministry leader?

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- Where do you get ideas for your work in children's ministry?
- Describe a successful lesson or concept that you have taught to youth?
- What do you consider to be the 3 most important characteristics in a youth ministry worker?
- Who is one of your role models? What do you find admirable about this person?
- Name 2 things that you do to grow in faith.

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**INTERVIEW NOTES**

Date of Interview: \_\_\_\_\_ Time/Length of Interview: \_\_\_\_\_

Applicant Name: \_\_\_\_\_

Children's ministry position/age applicant is most interested in: \_\_\_\_\_

Interviewer's Comments:

Interviewer's knowledge of applicant (circle one):

Well acquainted

Passing acquaintance

Just met today

- Positive Characteristics:

- Areas of Need

- Concerns:

Based solely on this interview, would you recommend this applicant for children's or youth ministry work? Yes No For what age level or program? \_\_\_\_\_

\_\_\_\_\_  
Signature of Interviewer

\_\_\_\_\_  
Interviewer's Printed Name

[This should be kept in secure location with applicant's application & background check record.]