

Candidate Questionnaires

Example #1 : Based on Criteria located on Page 31

Homestead Baptist Church Beatrice, Nebraska Candidate Questionnaire

Thank you for your interest in serving as our replant pastor. As our Leadership Team prayerfully considered the experiences and gifts that would best fit our church's needs and cultural context, we determined that the following eleven areas were of greatest importance. Your answers to these questions will guide us as we patiently and prayerfully seek "the man" that God has prepared to lead us in our restart process.

Christian Character and Calling: [Your salvation experience and call to ministry are so personal and important that we want to hear them in person. If God continues to lead us in your direction, and if you continue to feel God's leading towards Nebraska, these would be the first two questions we will ask in a conference call with our Leadership Team.]

- Briefly describe a challenging personal situation in which you wish you had handled things differently. In what way did this situation challenge your values?
- If you could go back and do it again, what would you do differently? What did you learn about yourself and others from the situation?
- Describe your involvement in prayer, scripture reading, and other spiritual disciplines in a typical week.

Evangelistic:

- Tell us about the last Gospel witness you shared with someone.
- How have you followed up with that person?
- How often do you have an opportunity to share your faith?
- When someone says, "evangelism is not my gift," how do you respond to them?

Alignment with SBC beliefs and practices:

- Describe your relationship with the Southern Baptist Convention through local, state, and national involvement.
- What is your view of and alignment with the Baptist Faith and Message?
- North American Mission Board (NAMB) assistance is being requested to assist us with our replant effort. The NAMB planter approval process is very thorough. Are you willing to patiently work through their process—our Church Planter Catalyst would assist you as needed.

Good Relational Skills:

- Tell me about your circle of friends and your relationship with family members—your relational network.
- Who do you call a friend?
- How and how often do you relate to your friends?
- What have you done to intentionally seek out and grow new relationships?

Spouse as a ministry partner: (If you are married.)

- Describe your wife's involvement in ministry and her giftedness?
- Tell me about a ministry related encounter in which your wife's partnership was a blessing.

(If you are not married)

- Tell us about your dating life.
- If you have a "significant other" in your life how do you think a move to Nebraska might impact that relationship?

Ability to Communicate Biblical Truth:

- Tell me about the last sermon or Bible study you shared in a group setting: your preparation, the delivery, the receptivity by your hearers.
- Tell me about the last time you shared biblical truth in a one-on-one relationship.

Persevering Spirit:

- How does God and how do others keep you encouraged and engaged in ministry?
- Describe a recent incident where you seriously questioned whether you were serving in the right ministry setting. What did you do to get clarity?
- As you look back on that experience, what (if anything) do you wish you'd have done differently?

Ability to Cast Vision:

- Tell us about a time when you successfully cast vision for a new ministry or helped revitalize an ineffective ministry.

Life Transforming Discipleship:

- Describe an ongoing relationship you have had in which God used you as He transformed someone else's life.
- How many relationships like that do you currently have or have you had?
- How has God normally used you in these relationships?

Self-starter and Initiator:

- When is the last time that you started something new?
- Tell us about that process.
- Who else, if anyone, was involved in starting that process?
- How often do you find yourself ready to start something new?
- Other than a caffeine IV, what does God use to get you started every morning?

Cultural fit for Beatrice, Nebraska:

- From what you know, how would ministry in Nebraska differ from where you have served in the past?
- How would it be the same?

Example #2

Pastoral Candidate: _____ Date: _____

1. Have you ever been charged or convicted of any offense other than a traffic violation? Explain the circumstances and dispositions.
2. Please note the traffic violations for which you have been charged or convicted over the past three years.
3. Have you ever been party in a civil lawsuit? If so, please explain.
4. Have you ever filed for bankruptcy? If so, please explain.
5. Have you ever been disciplined by any professional, private, or public agency?
6. Have you ever been dismissed by vote of the congregation from the employment of any church? If so, explain.
7. Have you ever resigned from any church position or employment in the face of charges or misconduct? Please explain.
8. Have you ever been treated for alcohol or drug abuse?
9. Have you ever been committed, voluntarily or otherwise, to a hospital for psychiatric care?
10. Have you ever been formally charged or convicted of child abuse?
11. Have employees, staff, members, or others with whom you worked ever brought charges of sexual harassment against you before either a church body or any civil governmental agency or court?
12. Are you a lawful resident or citizen?
13. Are you currently under continuing medical care for any condition which would impact your ability to carry out the responsibilities of a minister? If yes, please explain.
14. How many times have you been married? _____
15. How many times has your spouse been married? _____
16. In what states have you held driver's licenses in the past 10 years?
17. In what church are you presently a member?

Signature

Example #3

1. Please describe how you came to know the Lord, your conversion experience, highlights of your Christian growth, and your call to the ministry.
 - Introduction to the Gospel and the Lord:
 - Conversion experience:
 - Highlights of your Christian growth:
 - Share briefly your call to the ministry:

2. What do you consider to be the specific gifts that the Holy Spirit has equipped you with to fulfill your ministerial call?

3. Describe your pastoral leadership style:

4. Please comment on the SBC "Baptist Faith and Message, 1963 as amended in 2000," indicating clearly where you differ (if at all) in your personal view of these statements. Please state explicitly your personal beliefs concerning the following:
 - a. The divine inspiration of the Scriptures:

 - b. God
 - The Father
 - The Son
 - The Holy Spirit

 - c. Man
 - d. Salvation
 - e. The Church
 - f. Last Things

5. What emphasis do you place on the following aspects of missions?
 - a. World Mission and the Cooperative Program system of support
 - b. Associational Missions
 - c. Local Missions

6. What do you feel are the roles of the following in the local outreach effort?
 - a. Pastor
 - b. Church members

7. How actively involved will you become in the association and denominational work, and how active would you like the church to be?

8. Please list the following functions in descending order of significance in relationship to your own ministry:
Administration, Counseling, Evangelism, Leadership, Preaching and Teaching
9. What do you consider the greatest strength in your ministry? Your greatest weakness in ministry?
10. In what ways does your wife express her support of your ministry?
11. How does she view her involvement in the local church?
12. Have you or has your wife ever spoken in tongues? ____ Yes ____ No. Please state your position concerning the use of tongues.
13. Have you or has your wife ever been divorced? ____ Yes ____ No. If the answer is yes, please explain.
14. Does your wife work outside the home? If so, what type of employment?
15. What type of hobbies do you have and enjoy?
16. Describe your view of how the church should minister to the needs of:
- The children of the church and community:
 - The youth of the church and community:
 - The young adults of the church and community:
 - The adults of the church and community:
 - The senior adults of the church and community:
17. What do you feel is the role of the following?
- Worship
 - Deacons
 - Music
 - Missions organization (W.M.U., Brotherhood)
 - Christian education (Sunday school, Discipleship Training, etc.)
 - Church fellowship
 - Evangelism
18. Please describe your personal financial obligations and indebtedness. Do you have medical bills, credit card debts, children in college, etc.?
19. How long have you been a practicing tither?

20. How much time do you spend in prayer and Bible study?

21. How much time do you spend in sermon preparation?

22. Do you have plans to continue your formal education?

23. Briefly list major medical problems that you have faced or are feeling?

24. Please send copies of the pages of statistical data pertinent to your current church from the state or associational Book of Reports. If possible, include data for the past five years.

Signature

Date