

Call Committee: Strategies for Interviewing

Before Interviewing:

1. Schedule and invite candidate(s) for interview. Schedule interviews in close succession.
2. Send candidate(s) pictorial directory, annual report, newsletter, and map.
3. Practice hospitality. Calling congregation is responsible for arrangements and expenses of travel, meals, and lodging of candidates. Provide each candidate with a tour of the church facility and community. Introduce each candidate to other staff.
4. Review candidate profiles and prepare interview questions. Draft questions around the congregation and synod ministry goals.

Interviewing Process

1. During the interview, listen carefully for:
 - the candidate's pastoral/personal style
 - the candidate's vision of the mission of the Church and congregation
 - the candidate's ministry skills
 - the candidate's theology
 - the candidate's professional growth through continuing education
 - the candidate's self-care
2. Listen carefully to the candidate's questions and concerns and try to relate them to the ministry goals of the congregation and the synod.

Some Possible Interview Questions

1. Describe your preaching style.
2. Communication is an important part of parish life. What methods of communication work for you?
3. Evangelism is a priority of the ELCA and this synod. If you were our pastor, how would you work with us in this community in doing outreach?
4. Share an experience that challenged your thinking, inspired you, or deepened your understanding of the ministry and/or life.

Evaluation of Interview

Committee meets to evaluate the climate of the candidate visit, and personal exchange of questions and concerns.

1. Does the candidate understand the mission of the Church and our mission goals for the future?
2. Does the candidate have leadership skills to lead us into mission?
3. What are this candidate's strengths?
4. What are this candidate's weaknesses?