

Interview Resource for Parish Advisory Committees

The following sample questions are provided as a resource to assist Parish Advisory Committees in their discernment and interview process with prospective incumbents or rectors. They are intended to spark thoughtful conversation, explore areas of ministry leadership, pastoral care, and community engagement, and help both the committee and the candidate discern mutual fit. Committees are encouraged to adapt, add, or modify questions based on the unique context and needs of their parish.

Sample Interview Questions

1. When you read our Parish Profile, what interested you most about this possible new opportunity?
2. What role would pastoral care and counselling play in your ministry?
3. How would you go about creating opportunities for a broad-based approach to Christian Education/Faith Formation?
4. How would you maintain connections with all of the members of our Parish families?
5. Tell us about a problem that you have faced in your work and how you solved it.
6. Is there an aspect of ministry that you are most passionate about and why?
7. Tell us about your faith journey -- when/when did it start, have you encountered periods of questioning, how has your journey changed or grown and what caused the change/growth?
8. What do you do when you are faced with an obstacle to an important project? Give an example.
9. Tell us about the most difficult or frustrating individual that you have ever had to work with and how you managed to work with them.
10. What do you consider to be your strengths? Give a specific example using this attribute.
11. When studying for Ordination, what areas of study interested you the most?
12. Give a specific example of a time when you had to address an angry customer/person. What was the problem, and what was the outcome? How would you assess your role in diffusing the situation?

13. If you were in a situation where you were able to strengthen a relationship by communicating effectively, what made your communication effective?
14. Describe a situation where you felt you had not communicated well. How did you correct the situation?
15. What kinds of communication situations cause you difficulty? Give an example.
16. How do you decide what gets top priority when scheduling your time?
17. Why are you drawn to this parish?
18. What might cause you to want to leave?
19. What is your experience in serving in a multi-point parish?
20. How would you propose being visible in the various communities of the parish?
21. What is your approach to visitation, and what do you regard as the rector's role in parish visitation?
22. How do you utilize the layreaders and the laity in service?
23. What do you feel is the role of music in divine worship?
24. What would be your approach to helping us be a welcoming parish?