



Canadian Association of Lutheran Congregations (CALC)

Report of Candidate Interview

The Candidate Interview is the vehicle through which pastors and seminarians are vetted for a call to a CALC congregation and are thereby rostered by our Association. It is a vitally important element that requires a prayerful seriousness while maintaining a joyous freedom and openness to the movement of God's Spirit. We hope that the interview will be an enjoyable time of getting acquainted, and discerning God's movement and direction in the candidate's life, fidelity to Biblical authority and Lutheran theology, and commitment to the founding principles of CALC. Generally speaking, it is character issues, not theological ones, that cause the greatest difficulty for pastors as they serve congregations; your help in assessing a candidate's character is essential. Please also use the interview as an opportunity to help orient the candidate to CALC by sharing your own background and experience. Please fill out the form below and return to the President of CALC.

Candidate's Name

Date of Interview

Candidate's Email

Candidate's Telephone

Home	
Cell	
Office	

We ask that a minimum of two, preferably three, people be present for the interview. Co-workers, family members or former students of the candidate should not be part of the interview.

Interviewer 1

Interviewer 2

Interviewer 3

Interviewer 4

Interviewer 5

Interviewer 6

Interviewer 7

Interviewer 8

CALC Representative 1

CALC Representative 2

What follows are some suggested areas to be covered and possible questions to be posed, but feel free to adapt as occasion presents. Please record brief notes or comments in the space provided.

1. **Steps Before the Interview.**

- a. Before the interview it is absolutely that each member of the committee or group that is interviewing a candidate carefully read the Application for Entry into Parish Ministry in a CALC Congregation submitted by the candidate together with all attachments to the form. The biographical statement which accompanies the application is important as it is meant to provide information on the candidate's journey of faith and call to ministry. Transcripts and resumes attached should be carefully read. Panel members must be familiar with the contents of Letters of Reference submitted on behalf of the candidate.
- b. The interviewing panel should appoint a member who will act as the moderator or facilitator for the interview. The moderator could open and close the meeting with prayer. The moderator's role is generally to act as the chair of the meeting. As chair the moderator should have the authority to move the meeting along, when it appears that discussion has become circular and redundant, to refocus the participants' attention if discussion gets off track.
- c. The panel should agree on who will ask the questions of the candidate. The moderator could ask all the questions and panel members could ask follow-up questions based on the answers to a question given by a candidate in response to the question asked by the moderator. The panel could assign questions to be asked between and among them and ask the questions in a predetermined order. Other panel members could ask follow-up questions as set forth above.

2. **Introductions** – each member of the committee or group conducting the interview should introduce themselves to the candidate.

3. **Clarifications.** The Panel should first ask the candidate questions panel members have with respect to the Candidate's education, theological training, faith story and other pertinent background information found in the Candidates application to enter ministry in CALC.

Possible Questions

4. What do you believe is the central doctrine or teaching of Christianity?
5. Why is the Gospel of Jesus good news to you personally?
6. In a time when Christianity is viewed as but one of many world religions, how do you respond to Acts 4:12, which states: "there is no other name under heaven given among mortals by which we must be saved"? (Acts 4:12b) Who will be saved, and from what?
7. Are there changes in your life that you directly attribute to the work of the Holy Spirit?
8. What is meant by "sola Scriptura" or "only Scripture?" What does this mean for your potential ministry here, especially in your preaching and teaching?
9. Are there issues of morality, which have an absolute right and wrong? If so, give an example of such an issue.

10. The Apostle Paul states that "no one is righteous, no, not one." (Romans 3:10) How do you understand this truth as set forth in both Old and New Testaments?

11. What does Christian unity or "the communion of saints," as expressed in the Apostles' Creed, mean to you?

12. Do you believe that in ordination, God gives pastors special spiritual powers not available to lay people? What is ordination and why does the church have it?

13. Why are you a Lutheran Christian? What does Luther's teaching on law/gospel mean to you?

14. What gifts of ministry do you have to offer to the mission of Jesus Christ in this particular call?

15. What aspect of pastoral ministry are you the most excited about?

16. What are your strengths and weaknesses as a pastor?

17. What is the most challenging aspect of ministry for you as a pastor?

18. What is your understanding of baptism?

19. What is your understanding of communion?

20. What is your understanding of the office of preaching and absolution?

21. Have you considered the CALC's Statement of Faith and our congregation's Statement of Faith and can you subscribe to them wholeheartedly? What, if any, reservations do you have?

22. Can you tell us about a time when you had to deal with a difficult parishioner regarding a complaint? How did you handle the situation?

23. Tell us about a time which was very stressful for you. How did you cope?

24. Why do you wish to sever your current call?

25. Is your family in favor of relocating, making new friends, finding new employment, getting involved in this congregation's life and activities?

26. What is your approach to outreach to the community which surrounds a congregation?

27. What is your approach to ecumenical relationships in a local community?

28. Do you consider Lutheran doctrine to be something to be brought up periodically, or is it an ongoing, continued emphasis of your ministry?

29. Briefly describe what you consider to be the role of a pastor as you serve on the church council or a committee established by the council.

30. Briefly describe what you consider the role of the Pastor in the life of a congregation other than worship and leadership of church council and committees?

31. Briefly describe your preference for forms or styles worship and hymns: formal traditional liturgical worship which draws primarily on traditional Lutheran hymnody; informal worship services which draw on hymns and praise songs from all Christian backgrounds; or contemporary worship which uses a very simple order of service and draws primarily on the most current contemporary praise songs. Do you feel that you can effectively accept and work within styles of worship which you may not personally prefer?

32. What is your approach to pastoral visitation of the members of a congregation your serve? What priorities, if any, do you establish and follow in visitation?

33. Pastors are called to conduct worship. What does the term “conduct worship” mean to you? How do you conduct worship?

34. Describe your personal devotional life.

Signature of one Interviewer/Representative

Date