

All Interviews with Staff/Interview

Name: _____

Position: _____

Introduction

- My intent in this consultation is to set this church up for success. It is to set you up for success. I will do this by asking tough questions of a lot of people that few people ask so that this church can achieve the level of effective ministry that God intends for this church.
- Tell me about your Spiritual Journey to get here?
- What are the 2 or 3 best things about this church?
- If you had the power to change anything in this church, what would it be?
- Do you have any dreams for this church? What would you see this church being in 3-5 years?
- What are your responsibilities? On a typical week, what do you spend your time doing?
- How many are involved in your ministries in a typical week?
- How many staff/volunteers/leaders are involved in pulling off these ministries in a given week?
 - How often do you do training?
 - How many show up?
 - What do you do with them?

- How often do you meet together with the Lead Pastor?
 - What do you do?
- How is the Budget made up and what do you do with it?
- What do you do to reach out?
- How many unchurched are involved in the ministries you lead?
- What are your dreams for the ministry?
- What are your goals for the ministry?
- How do you follow-up new people?
- How does your ministry team relate to each other?
 - To you?
- What is most fulfilling for you in ministry?
- What is the most frustrating thing about what you do?
- How do you receive feedback on your ministry?
- What do you do to get resourced?

Last 2 questions:

- What questions should I have asked you, but didn't?
 - i.e. what did you expect to be asked or covered that we didn't?
- What questions do you want to ask us?

My goal is to set you up to be the leader of this congregation to the level of effectiveness I believe it can have.

Specific Areas:

Children:

- How do you reach kids in this church?

Worship:

- Who determines the order of worship?
- How long is the worship set?
- How long does Biz preach?
- How long do you rehearse?
- How do you do it?
- Any other worship rehearsals?
- Does the power point person rehearse with you?
- Does the sound person rehearse with you?
- Do you get much complaining about the style of worship?
- What have you found most influential in your leadership of worship?
- Do you take any Sundays off to go to other worship services?
 - What churches have you visited?

Support Staff/Secretary:

- What do you think about the pastor?

- What are the typical kinds of phone calls you receive?
- Does the pastor have regular hours?
- Does Pastor receive a lot of phone calls?
 - What are they about?
- Do you protect the Pastor from phone, visits, etc?
 - How often?
- Do you keep his calendar?