

# **IN SEARCH OF VISIONARY LEADERSHIP**

For the Discipleship of the Next Generation

## **INTERVIEW QUESTIONS**

### **DOCTRINAL/THEOLOGICAL COMPATIBILITY**

Note: The questions in this list are not designed to be a comprehensive evaluation of the candidate's theology. Rather, they are designed to give us insight into how the person thinks about such questions. Do they think theologically and biblically? These questions touch on a couple "hot button" issues and how a candidate thinks about them can affect their approach to the discipleship of children and youth.

- 1) How does your view of the sovereignty of God impact your beliefs?
- 2) Discuss your views on the most effective way to impress upon the hearts of children/youth a God centered vision of life.
- 3) What are your beliefs about creation?
- 4) Do you believe Genesis 1 is literally and chronologically accurate?
- 5) Do you understand the flood in Noah's day to be global?
- 6) What would be your response to the question of how old is the earth?
- 7) Have you read Part 5: The Doctrine of the Application of Redemption in Grudem's Systematic Theology and do you resonate with the concepts that are presented?
- 8) Have you read John MacArthur's, The Gospel According to Jesus? If so, do you agree with the concept of "Lordship salvation"?
- 9) How would help a 4-year old understand his need for repentance? How would you explain this to a 4th grader?
- 10) Describe how your theology has developed and matured over the years.

### **VISION, PHILOSOPHY AND KNOWLEDGE OF CHRISTIAN EDUCATION**

- 1) What is your approach to discipleship and evangelism with children/youth?
- 2) What are the key truths you are or will be trying to teach your own children?
- 3) How would you respond to parents who may be unhappy that our church does not provide children's church for their children?
- 4) Describe the ideal Sunday School hour.
- 5) How would you partner with parents in training the next generation?
- 6) Can you elaborate on your vision and philosophy of children/youth ministry?
- 7) What has been your experience with the Truth78 material?
- 8) What would you look for (qualities, talents, skills, etc.) in volunteers who teach children/youth?
- 9) What, in your view is the primary role of the church in children/youth discipleship programs?
- 10) How do you explain to the children/youth workers the importance of teaching to the child's heart and not just to their head?
- 11) Describe what training you recommend for children/youth workers?

### **ADMINISTRATIVE APTITUDE**

- 1) As a leader ministry for over 800 children and 300+ volunteers, what processes would you put into place first? Next? What would your teams look like?
- 2) If this were your first week in this role, what would be the five highest priority items on your checklist?
- 3) You are interviewing a person who is volunteering to work with children "wherever needed." You have four positions available in several different departments – team leader, small group leader, nursery worker, or worship leader. What are the basic qualifications you are looking for in this person that would need to be true for anyone working with children? What criteria will you use to decide which position to offer them?
- 4) Describe how you organize and track your work responsibilities and appointments.
- 5) What is your leadership style and can you delegate responsibilities easily?
- 6) Assuming you have effectively delegated responsibilities, how do you make sure that volunteers/staff are not overwhelmed or overburdened with the assigned tasks?
- 7) How do you deal with people who waste your time?
- 8) What will you do to ensure that you understand your job description and the expectations that will be placed upon you?
- 9) What will you expect from your immediate supervisor in terms of support and performance evaluation?
- 10) If you were allowed two professional development conferences per year what type of conferences/training might you want to attend?

### **PASTORAL SKILLS**

- 1) If others disagree with your ideas/suggestions, how have you attempted to influence them?
- 2) If children are behaving inappropriately at a church event, how should that be handled?
- 3) How would you confront a volunteer who is not fulfilling their responsibilities well?
- 4) Discuss from experience a difficult situation with the parent/parents of a child or youth in your program and how you handled it?
- 5) One of your most faithful and enthusiastic supporters has been teaching children in the church for many years. Although the children enjoy having her for a teacher, you observe on several occasions that she consistently wanders away from the lesson flow and misses the main point of the lesson. She has attended every teacher-training event including your session on lesson preparation and delivery. You have spoken to her on three different occasions and gently suggested she stick to the lesson but there is no measurable progress. What is your next step?
- 6) How will you handle those situations when others (staff and church members) attempt to place their expectations upon you for what they think you should be doing?

### **PROVEN LEADERSHIP ABILITY**

- 1) How would you go about getting to know your team, volunteers and the broader staff?
- 2) What do you see as important to team-building with staff? Volunteers?
- 3) How do you handle conflict or confrontation?

- 4) Is there a reference you would wish us to talk to specifically about your leadership skills and abilities? What do you think they may tell us?

### **HOME & FAMILY LIFE**

- 1) In what areas are you most satisfied with your leadership as a husband and father?
- 2) Are there areas you feel you have failed or made mistakes in with your leadership as a husband and father? home? In public
- 3) In what ways are you encouraging your wife to grow in godliness?
- 4) How do you handle discipline of your children at home?
- 5) What would your wife say is your greatest strength and weakness in your ministry?
- 6) What would your wife say is your greatest strength and weakness in your home and family?
- 7) How would someone who knows your family well describe your marriage?
- 8) How would someone who knows your family well describe your parenting style?
- 9) What is the greatest struggles you have had in balancing the time you devote to church ministry with quality time at home?

# Pastor/Director of Children/youth Discipleship

## Preliminary Information Form

Type or print with black ink. Use additional paper if needed

Your Name \_\_\_\_\_ Date \_\_\_\_\_

Please respond to the following questions in the space provided or on a separate sheet(s) of paper.

1. How did you hear about this position?
2. When and under what circumstances did you receive Christ as your savior?
3. Have you sensed a particular call to ministry to parents or children? If so, please describe.
4. What personal experiences, authors, teachers or other individuals have most shaped who you are and more specifically, what has God use to shape your thinking about children, parenting, education or children/youth ministry.

5. This position involves the oversight and administration of children/youth ministry programs, which include nursery, Sunday School, mid-week activities for about 800 children and youth. Describe any experience, gifts, or training you have which would help you with this responsibility.
  
6. This position also involves recruiting, supporting, resourcing and encouraging about 6 paid and 450 volunteer adults and young people who will be working with children/youth. Describe any experience, gifts, or special training you have had which have equipped you for this kind of responsibility.
  
7. Please comment on the increasing emphasis in the American church on racial reconciliation and how this topic may relate to children/youth ministry.
  
8. What does the sovereignty of God mean to you? Please align yourself in the age-old discussion between Calvinists and Arminians.
  
9. Do you have any reservations about joyfully affirming Statement of Faith [**LINK**]
  
10. Would you be able to joyfully abide by our church's Member Covenant? [**LINK**]

# Pastor/Director of Children/youth Discipleship

## Pre-Interview Questionnaire

Type or print with black ink. Use additional paper if needed

Your Name \_\_\_\_\_ Date \_\_\_\_\_

Please respond to the following questions in the space provided or on a separate sheet(s) of paper.

### **Section A**

1. Why are you interested in this position
2. What aspects of the job description are most attractive to you? Least attractive?
3. What is your familiarity with our church? Do you currently know any staff, members or attenders? Have you ever visited a worship service or event at our church?
4. Describe your own prayer and devotional life and its significance for your involvement in ministry.



10. As part of your interview we will pose certain scenarios and ask you to describe how you might respond in such a situation. The following are examples of the kind of scenarios we are likely to pose that will help us understand your leadership style. You do not need to write out a response now but you may want to give some thought to how you might respond if asked in the interview.

- This is your first week as Leader of children/youth discipleship at our church. What are the five highest priority items on your task list?
- One of the men working in the infant nursery has made an appointment with you and confessed that he was “not completely truthful” on his application. He has been struggling for the past few years with internet pornography. Describe how you might respond to this man and determine whether or not he should continue working with children.
- You are in the midst of your first year as a leader of Children/Youth Discipleship and see that it is time to start planning the annual appreciation event for the 200+ people who have served in your ministry for the previous year. What steps would you take in planning this event to make sure people feel genuinely appreciated.
- You are still in the midst of your first year as a leader of Children/Youth Discipleship and you are planning your fourth monthly meeting with department team leaders. What are the main components of your agenda for that meeting?
- One of your most faithful and enthusiastic supporters has been teaching children in the church for 20 years. Although the children enjoy having her for a teacher, you observe on several occasions that she consistently wanders away from the lesson flow and misses the main point of the lesson. She has attended every teacher-training event including your session on lesson preparation and delivery. You have have spoken to her on three different occasions and gently suggested she stick to the lesson but have not seen any measurable progress. What is your next step?
- Your friend who attends another church observes how well-behaved and attentive your Sunday School children are compared to the children in his church. He invites you to present a seminar at his church on “Discipline in the Classroom”. What are the primary points or principles you would try to convey to the teachers in your seminar?

## Agree or Disagree

**This section contains various quotations related to children/youth discipleship from different authors. For each quotation please tell us why you either agree or disagree with the statement and then tell us what, if any, are the implications for the discipleship of children in the local church?**

1. *"We now face the phenomenon of perpetual boyhood on the part of many males. Refusing to grow up, these young men function as boys well into their twenties—some even into their thirties and beyond. An extended male adolescence marks the lifestyles, expectations, and behavior of far too many young males, whose masculine identity is embraced awkwardly, if at all."*
2. *"Church ministry to children must be shaped by the understanding that children can learn from one another as much, if not more than they can from a teacher. We will never effectively reach our young people unless we understand that young people learn from relationships and they do not want to be told what to think."*
3. *"There have been few times in history when children spent as little time in the home as children in this country do today. The effects of this system on the family in general have been devastating. God puts in children/youth hearts a natural desire for relationship with their parents. Children often cry and suffer from rejection when they are first put in school. Eventually, they adjust, and after a time they establish friendships in the schools. In too many cases the values of the children/youth close friends become more important than the values of their parents. By the time this happens, the real life of the child is at the school. Conflict develops over whose standards the young people are obligated to follow: the father's, the mother's, the friends' or the school's?"*
4. *"Effective ministry to children is the father's task. Fathers are responsible for directly overseeing their children in spiritual matters—a responsibility which cannot be delegated to a church worker. Fathers must be leaders in worship, prayer, reading and studying the Bible. If children do not come face to face with Almighty God in every aspect of their lives, their fathers, through abdication, are bringing them up in practical atheism. Where fathers live up to God's demands, modern youth ministry has no place. Where fathers have abandoned their responsibility, churches should not focus on the abandoned children but rather on the fathers."*
5. *It is essential for the church to understand her critical role in the development of children. As they mature, children will value parental opinion and influence less and they will embrace the values of friends and other adults that they respect and admire. The church must stand in this critical gap to provide opportunities for young people to develop relationships with peers and gifted teachers and leaders in the church who can encourage them toward maturity in Christ and to stay on course as they make their way to the adult world..*

*The irresponsible use of popular media (TV, film, music, etc.) has had a profoundly negative impact on America's moral and spiritual health. The same media, used responsibly is one of the best ways to promote biblical values and encourage spiritual growth*

- 6. One of the hardest losses due to the modern age-segregated church is the deteriorating household structure. The modern system does not encourage unity in the households. Married couples go to one class, older men and women go to their men's and women's classes respectively, while "teens" go to their youth groups, and finally children wind up in their own personal peer classes. When this system is in place, it builds passive boundaries that separate the members in each household. Everyone feels like he or she belongs to a certain niche instead of together. This also places the burden of 'teens' and children/youth faith development on the Sunday School teacher who is only seen one or twice a week, in normal circumstances.*
  
- 7. The secret to an exciting and fun Sunday School program is simple. Active learning activities are more meaningful and more engaging than lectures, discussions, and worksheets. No matter what the age group or topic, active learning activities are the cure for boring programs. Active learning takes place when the students are feeling a sense of adventure, when they are actively in doing something, when they feel an emotional connection to what's going on, and when the instructor takes time after the activity to focus the experience and helps the students make connections to their lives.*