

Candidating Questions

Be prepared to answer questions related to your:

- testimony
- family
- education and plans for continuing education
- training opportunities attended or ones you led
- experience or assignments
- accomplishments
- strengths and weaknesses
- books you've read recently
- philosophy of ministry
- description of a healthy church

Prepare the questions you want to ask, such as:

- What is the church's mission and how do you see it being accomplished?
- What is the church's philosophy of a healthy ministry?
- What are the non-negotiable beliefs or doctrines held by this church?
- How does this church view associates' ministries?
- What does this church celebrate?
- What is the greatest need of the church at this time?
- What are some of the tough issues facing the church now?
- What is the best thing about this community?
- Tell me about the last few people who were saved:
approximately when, how they were saved, current role in the church

Be sure you are very clear about the church's expectations or policies regarding the position for which you are applying:

- responsibilities
- accountability and reporting
- decision making
- procedures for dealing with disagreement in philosophy or practices
- compensation & benefit packages (what's included and what's not)
- administrative support
- dress code/office hours/unwritten expectations
- outside ministry opportunities or commitments

"Get everything in writing. Candidating is like dating, everyone puts their best forward during that time – that is the time to negotiate. Once you are there it is too late."

~ Andy Stephenson

Check out additional resources on CHOGMinistryConnector

Candidating Process by Dr. Douglas Talley, Executive State Minister, Indiana

Compensation Planning for 2010 www.cogpension.org/pdf/comp_planning.pdf