

Interview Questions

Avoid ministry destruction by making sure you're not signing up to work with the wrong church, for the wrong leaders at the wrong time. Just as you are interviewed for a ministry position, you should also interview them (the pastor and leadership team) to see if this position is right for you.

Here's a list of questions for you to ask during your interview.

1. If the ministry is considered successful in 3 months, what will that look like? 6 months? A year?
2. Why did the last youth pastor leave?
3. Tell me about a youth worker that didn't make it here and why.
4. Tell me about a youth worker 'hero' and why that person was successful.
5. Are you hiring me to pastor every kid OR train & equip adults for that role?
6. How are raises determined?
7. What has been the youth ministry budget? How do you see that figure changing in the future? What #'s figure into that amount (salary, km's, meals, cell, supplies, resources...)?
8. What are the church's expectations for numerical and spiritual growth?
9. How often are job reviews conducted? Who does them? What happens to the review?
10. Who will I report to and how much time per week will I spend with that person/those people?
11. If someone asked you about me a year from now and you responded that I'm barely surviving in the position, how would I be performing to make that the case?
12. What's the process for determining and approving what the youth ministry does?
13. What other expectations exist for the youth pastor outside the youth ministry?
14. What does a typical workweek look like?
15. Has staff ever had a pay cheque withheld because the church was short on money?
16. What happens when the church is behind on budget?

* list taken from "Your First Two Years In Youth Ministry" by Doug Fields