



REFERENCE QUESTIONS FOR ROSTERED LEADER CANDIDATES

Potential Candidate's Name:

Name of Person Being Interviewed:

Phone Number:

Relationship to Potential Candidate:

Date of Interview:

(Possible Introduction: "I am a member of the Call Committee from _____ Church/Parish. The church has given us the responsibility of bringing viable candidates to the congregation for consideration for the role of _____ (describe position) at our church. Your name was given to us as a person who can provide a professional reference. Can I ask you a few questions to help us in our discernment process?)

How long have you known (insert name)?

How would you characterize their call to professional ministry?

In your opinion, what are their greatest strengths?

How would you characterize their leadership style? (Delegating; Coaching; Supporting; Directing; Other?)

Are they able to effectively work with church staff, lay leaders, and the congregation?

Are they able to lead through or in spite of difficult circumstances? (reaction to plans not going well OR responding to criticism?) If you can, please give an example.

Final thoughts, recommendations or things that you would like us to know.

(End the call with: Thank you for your time and helping us make the best decision for our congregation in this new chapter.)