

**Christ Community Presbyterian Church**  
**Candidate Questionnaire**  
**Please fill out and send with your resume to: [lyle@ccpclakeland.org](mailto:lyle@ccpclakeland.org)**

Candidate:

Date:

**Please answer briefly the following. Bullet points are acceptable.**

**I. Relationship with Christ**

- How did you become a Christian?
- Describe your walk with Christ, personal devotional life, etc.
- What is your understanding of repentance?
- What are your spiritual gifts?

**II. About You**

- Tell us about your family.
- What are your hobbies, interests?
- Who are your favorite authors?
- What are your thoughts about moving to Florida?
- Describe your greatest strengths
- What are needed areas of development?
- When are you available for this position?

**III. Professional Life**

- Why are you applying for this position?
- What attracts you the most on the job description?
- What do you like about being a pastor? What are the most important parts for you?
- Are you ordained in the PCA?
- What attracts you to CCPC?

**IV. Leadership**

- Please describe your leadership style?
- What is your approach to staff development and training?
- How do you evaluate staff performance?
- Have you ever disciplined anyone? What is your view of life-on-life discipleship?
- Are you teachable? Give an example.
- How do you encourage members to serve and volunteer in various ministries?

**V. Ministry**

- What do you see could be the elements of a successful small group ministry?
- What do you see could be the elements of a successful men's ministry?
- What do you see could be the elements of successfully leading a staff?
- Have you preached regularly, and do you enjoy preaching?
- Have you counseled many people in a pastoral role? What is your view of counseling?

## Assistant Pastor at Christ Community

- 1) Leading Community Groups
  - a. Overseeing health, curriculum and effectiveness of current groups
  - b. Supporting existing leaders with regular training and shepherding
  - c. Regular hospitality with existing leaders and apprentices
  - d. Develop Leaders for future groups
  - e. Assimilate newcomers into existing groups
  
- 2) Staff Leadership
  - a. Day to day staff oversight – first point of contact for everyday problem solving
  - b. To support our staff by leading staff meetings, planning days and trainings
  - c. Oversee staff to make sure goals and initiatives are in line with the overall vision
  - d. Oversee staff to ensure goals and initiatives are being accomplished by regular one on one meetings
  - e. To perform year-end staff evaluations
  - f. Recommend to finance team merit based and need based salary adjustments
  - g. To ensure staff are staying within financial budgets and spending is in line with vision
  - h. To approve vacation days for staff
  
- 3) Corporate Worship
  - a. Preach 7-10 times a year
  - b. Help lead worship as needed
  - c. Organize ministry moments and reports from ministries to be given during worship
  
- 4) Men's Ministry
  - a. Create and facilitate a Men's Ministry Team
  - b. Coordinate Men's socials
  - c. Coordinate Educational Events
  - d. Plan Retreats
  
- 5) Discipleship
  - a. To support existing men's groups with shepherding and training
  - b. Work with senior pastor in maintaining and reforming discipleship curriculum
  - c. Assimilate new people into groups
  - d. Ensure that 45% of groups are multiplying into new groups
  - e. Work in collaboration with Women's Director to help support women's groups