

**PRE-INTERVIEW QUESTIONNAIRE FOR  
POTENTIAL CHURCH PLANTER**

**P** **RE-INTERVIEW QUESTIONNAIRE FOR  
POTENTIAL VINEYARD CHURCH PLANTER**  
BEHAVIORAL INTERVIEW WORKSHEET

By **Randy Knutson**  
Western Church Planting Coordinator  
for the Association of Vineyard Churches

**PRE-INTERVIEW QUESTIONNAIRE FOR  
POTENTIAL CHURCH PLANTER**

**PRE-INTERVIEW QUESTIONNAIRE  
For How To Assess, Place, And Coach New Church Planters**

**NAME:** \_\_\_\_\_  
**SPOUSE'S NAME:** \_\_\_\_\_  
**ADDRESS:** \_\_\_\_\_  
**STATE:** \_\_\_\_\_  
**ZIP:** \_\_\_\_\_  
**HOME PHONE:** \_\_\_\_\_  
**WORK PHONE/FAX:** \_\_\_\_\_  
**EMAIL:** \_\_\_\_\_  
**CHILDREN'S NAMES:** \_\_\_\_\_

**Please start answering each question on these sheets. If you run out of room, use another piece of paper, carefully copying the number of the question. Answer questions in the order asked.**

**I. PRESENT OCCUPATION:**

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\_\_\_\_\_  
\_\_\_\_\_  
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**II. PLEASE SEND US A COPY OF YOUR RESUME AND YOUR DOCTRINAL STATEMENT WITH THIS QUESTIONNAIRE.**

List in order, starting with your present ministry assignment, all the ministries you have lead.

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# PRE-INTERVIEW QUESTIONNAIRE FOR POTENTIAL CHURCH PLANTER

III. Which of the following descriptions best describes you and your spouse in social gatherings. Use the letter of your first name in the blanks below. Select only 2 categories from below for yourself and then your spouse.

\_\_\_ **SOLITARY**

I don't like to express how I feel. I'd rather be highly selective about whom I associate with. I prefer to have an exclusive friend(s). Being alone is a pleasant thing to me and I desire time in solitude. Large groups exhaust me.

\_\_\_ **EXCLUSIVE FRIENDSHIP CLUB**

I have many acquaintances but few good friends with whom I care to spend any great amount of time. I am skilled to function in social groups. I screen others and find those I want to associate with when I want to have some fun but still value a lot of time alone.

\_\_\_ **SOCIALLY MATURE**

I present a public image of a gregarious person yet feel shy most of the time. I enjoy and have developed the art of sociability and conversation. I enjoy good deep conversations and can land on my feet in any conversation.

\_\_\_ **PARTY MAKER**

I'm an out-going person with a steady compulsion to be around other people. It is difficult to be alone for any extended period of time. I need only brief times of isolation from people.

\_\_\_ **REASSURE ME THAT I AM INCLUDED**

Others see me as reasonably sociable. I have a very strong need to belong, to be accepted, and included. I seldom feel hurt and I am sensitive about being left out, ignored, or left behind. Reassure me that I am wanted.

\_\_\_ **INHIBITED INDIVIDUAL**

I like to wait and see if people invite and want me around. I can leave a false impression I don't want to be with others, but I desperately want to be invited.

\_\_\_ **GUARDED RELATIONSHIP MAKER**

I play it safe and lack intensity to be with others and see if they will invite me. I too, can leave a false impression that I don't care. In reality, I leave it up to others to make me feel welcome and accepted.

\_\_\_ **SOCIAL SECURE**

I'm comfortable in both large groups and being alone. I can take them or leave them.

From the selections above, describe what it says about how you interact in crowds.

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## PRE-INTERVIEW QUESTIONNAIRE FOR POTENTIAL CHURCH PLANTER

IV. Number the following categories by which style actually describes you. Number your first, second, third. . . etc. choice to your least actual managerial style.

\_\_\_\_\_ **INVENTOR:** I like to come up with new inventive ideas and to experiment with concepts. I enjoy problem solving. My strength is creative adaptability. My weakness is too much change for a system to apply.

\_\_\_\_\_ **POLITICIAN:** I exert my influence by getting access to key leaders above me and selling new ideas. My strengths are to negotiate and acquire new resources. My weakness is in over selling.

\_\_\_\_\_ **CHEERLEADER:** I like to care, listen to, develop, and show concern for the needs of the individuals I lead. My strength is inspiring higher commitment and loyalty in those I lead. My weakness is permissiveness and lack of concern for organizational agendas.

\_\_\_\_\_ **TEAM BUILDER:** I enjoy using my team building skills to help our leaders express their opinions and come to common framework. My strength is in my ability to manage conflict and build a team through open discussion and participative decision making. My weakness is excessive time to move a team into action.

\_\_\_\_\_ **TRACKER:** I use my skill in keeping track of what is going on with my leadership. I do this by monitoring their progress on assigned tasks and objectives, and to develop check-points for a time of review. My strength is in the area of keeping people on target. My weakness could be to micro-manage when things are not getting completed.

\_\_\_\_\_ **ORGANIZER:** I bring a sense of order into the team of those I lead. I help them plan, schedule, and organize. My strength is to anticipate problems and guide others to maintain organizational objectives. My weakness may be in over-protecting the systems I create.

\_\_\_\_\_ **STRATEGIC PLANNER:** I'm good at strategic, long range planning. My strengths are in accomplishing the right tasks, making sure we are effective and initiating strategic action. My weakness could be in exhaustion from overwork.

\_\_\_\_\_ **VISIONARY:** I like to provide direction, clarify priorities, and communicate my vision in a meaningful way. My strength is in providing structure for others to work. My weakness could be an imbalance between task and relational needs.

As you read over this list describe what it says about your leadership of a team below:

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**PRE-INTERVIEW QUESTIONNAIRE FOR  
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**IV. FAMILY BACKGROUND**

List what you feel are the most positive and negative qualities of your father?

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Describe the most pleasant and unpleasant experience with your father below.

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What was/is your father's goal for your life?

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2. List what you feel are the most positive and negative qualities of your mother.

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# PRE-INTERVIEW QUESTIONNAIRE FOR POTENTIAL CHURCH PLANTER

Describe the most pleasant and unpleasant experience with your mother below.

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What was/is your mother's goal for your life?

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3. Are there personal events or relationships from your past or present which could prove damaging to you or the ministry of Christ if disclosed, (bankruptcy, sexual orientation, divorce, child or spousal abuse, criminal activity)?

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## LONG RANGE PLANNING

1. What job, by title and description, do you aspire to have five years from now? (See your Mission Statement Worksheet for help)

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2. What educational course work will be required for you to accomplish this goal?

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## PRE-INTERVIEW QUESTIONNAIRE FOR POTENTIAL CHURCH PLANTER

3. In order to be qualified for the goal described above, what three things do you need to equip yourself with or to accomplish between now and then?

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4. What are three roadblocks keeping you from reaching your potential as a person?

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5. List three areas you need personal growth in?

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6. In your opinion, what is the most important question that needs to be asked about your own development?

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7. List any prayer requests for which we can be praying with you?

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8. Are there any questions you have for us?

# PRE-INTERVIEW QUESTIONNAIRE FOR POTENTIAL CHURCH PLANTER

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## PROFILING YOUR MINISTRY:

### 1. EXERCISES A SENSE OF CALL:

How did your call to church planting come to you?

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When have you gone through, around, under, or over a seemingly insurmountable obstacle to your ministry?

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What are your non- negotiable convictions in ministry?

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Describe an instance where you resisted compromising on your convictions.

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2. POSSESSING A FAITH DRIVEN VISION:

What kind of church do you envision? How does this style compare and differ with your previous ministry?

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Describe the last ministry team you put together and lead. What did you accomplish?

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How have you structured your leadership training time in the past? What skills have you taught your leadership?

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How have you shared your vision and asked people to join your previous group?

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3. DISCIPLE MAKING SKILLS:

When was the last time you followed-up on a new believer? What tools did you use to follow them up?

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Give an example of the type of small groups you have lead? How did you release ministry to others and supervise them in these groups?

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Describe the ministry tools you use to identify your people's gifts, passions, and skills?

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How did you meet with your leaders and train them as a leadership community in your previous ministry?

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How will you assimilate newcomers and seekers into a relationship with you and then move them into other small groups?

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4. PEOPLE GATHERING SKILLS:

What ministries have you started from scratch in your past?

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Where did you gather the people from in those groups?

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What insights do you bring to this new church for assimilating new people?

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How will you network and build new relationships in your target group?

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# PRE-INTERVIEW QUESTIONNAIRE FOR POTENTIAL CHURCH PLANTER

5. HEALTHY COMMUNICATIONS SKILLS:

What training have you had in preaching?

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How do you prepare your messages and structure them?

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What have you preached on in the recent past?

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What topics do you intend to preach in your first year?

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What do your critics say are the areas you need most to improve in for better communications?

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How have you structured your worship services or ministry groups to be friendly to seekers? Outline your ideal worship service from start to finish.

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6. CREATIVE EVANGELISTIC SKILLS:

When was the last time you led someone to the Lord?

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Describe the tools you use to train others in how to share the gospel.

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Make a list of the ways you have typically reached out to unchurched people? Which have been the most fruitful?

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What type of people do you feel most free to evangelize?

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What types of people have responded to your witness?

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# PRE-INTERVIEW QUESTIONNAIRE FOR POTENTIAL CHURCH PLANTER

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What are your outreach goals for this church plant for this church?

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7. INTENTIONAL PLANNING SKILLS:

Have you written out your two-year ministry plan yet? Where would you like help?

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What have you learned about growing a church that must be passed on to your leadership team?

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Have you set your goals for the first two years of this church? If so, share some of your key goals with us.

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Define the kind of team you are recruiting for this project.

# PRE-INTERVIEW QUESTIONNAIRE FOR POTENTIAL CHURCH PLANTER

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Based on your needs, personality, and gifts what kinds of leaders do you need to place around you to be more effective?

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8. FINANCIAL MANAGEMENT SKILLS:

Has personal indebtedness ever been a problem? If so, please comment.

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What arrangements are you considering in order to support yourself to accomplish your vision?

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How do you intend to set-up your budget, data base and accounting system? What software will you use?

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How much money will you need to raise to launch your ministry? What are your budget plans for salary, ministry expenses, health care, and retirement as you go into this financial adventure?

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# PRE-INTERVIEW QUESTIONNAIRE FOR POTENTIAL CHURCH PLANTER

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Have you ever taught on financial stewardship? Explain.

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10. A SOLID MARRIAGE AND FAMILY:

How do you and your spouse use your gifts and talents to complement each other?

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Have you found a compatible way to spiritually grow together as a couple?

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Does your spouse have the ability to make personal friends easily?

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Is relocating to church planting going to cause isolation for anyone in your family?

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# PRE-INTERVIEW QUESTIONNAIRE FOR POTENTIAL CHURCH PLANTER

What relational conflicts have you experienced as a couple in ministry?

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11. EMOTIONAL MATURITY:

What is the most fundamental and greatest source of pain you have experienced in life to date?

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How have you handled power brokers in your previous ministry and their need to control you?

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Describe a time when you put all your trust and energy into someone only to have them suddenly quit and leave the church.

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What unforeseen emergency have you lead others through?

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How have you confronted and corrected someone who did not follow through on his or her assignment?

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Have you ever had your integrity challenged? If so, please explain.

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11. A VITAL SPIRITUAL LIFE:

In your calendar on a given month, how much time do you set aside for thinking, planning, and praying?

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What were your spiritual formation goals last year?

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How have you built up your private life with Christ?

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## PRE-INTERVIEW QUESTIONNAIRE FOR POTENTIAL CHURCH PLANTER

What fills your tank spiritually and brings you closer to God?

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