

# Adult Discipleship Pastor Initial Questionnaire

Grand Island Evangelical Free Church  
Please reply to [mike@giefc.org](mailto:mike@giefc.org)

## Written Questionnaire for the Adult Discipleship Pastor Position

**IMPORTANT INFORMATION:** This questionnaire is for individuals who have submitted their resume, photo and teaching recordings to [mike@giefc.org](mailto:mike@giefc.org). After receiving these items, every individual will be contacted by email. Those that are considered viable candidates for this position will be asked to fill out this questionnaire and return it within 7 days. We realize that this is an extensive questionnaire to fill out, but we feel that the answers provided will help all candidates and our search team have a clearer sense of who God has been preparing to come and minister at our church.

**Please type your answers to the following questions on a computer, using as much space as you need, emailing the results back as an attached Word document.**

Name: \_\_\_\_\_

Last

First

Middle

If you have ever used any other name(s), please provide in full: \_\_\_\_\_

Address: \_\_\_\_\_

Street

City

State

Zip Code

Telephone: (\_\_\_\_) \_\_\_\_\_ (\_\_\_\_) \_\_\_\_\_ (\_\_\_\_) \_\_\_\_\_  
Home Work Cell

E-mail(s): \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Social Security Number: \_\_\_\_\_

Marital Status: \_\_\_\_\_ If married, spouse's name: \_\_\_\_\_

Date of Marriage (if appl.) \_\_\_\_\_ Children Name/Ages (if appl.): \_\_\_\_\_

**EDUCATION:**

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School Degree Year Obtained

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**MINISTERIAL CREDENTIALS:**

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License Date: \_\_\_\_\_ Denomination: \_\_\_\_\_

Ordination Date: \_\_\_\_\_ Denomination: \_\_\_\_\_

**PERSONAL / SPIRITUAL:**

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1. Briefly explain how and when Jesus Christ became your Lord and Savior.
2. Describe how you specifically nurture your ongoing relationship with Christ on a daily basis, weekly, etc. and what God has been teaching you in your quiet time and prayer life?
3. What convinced you to pursue vocational ministry?
4. Have you read, do you agree with, and can you support the doctrinal statement of the Evangelical Free Church of America? \_\_\_\_\_ Yes \_\_\_\_\_ No (if No, please explain).  
Here is the link to the statement. <http://www.efca.org/about-efca/statement-faith>.
5. Are there any doctrinal positions that you might hold which might be regarded as outside the mainstream of the EFCA? If so, please explain.
6. Please provide us with a copy of your theological paper prepared for your license/ordination. If not available, please share your theological position in relation to our Statement of Faith.

**EXPERIENCE / LEADERSHIP:**

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1. Please tell us about the church you are currently serving:  
Denomination \_\_\_\_\_ Membership \_\_\_\_\_  
Average Church Attendance \_\_\_\_\_ Sunday School Attendance \_\_\_\_\_  
Church Budget \_\_\_\_\_ Annual Giving to Missions \_\_\_\_\_

2. What type of worship style does your current church use in their worship ministry:
- ( ) Traditional (choir, piano, hymns, liturgy, song leader):
  - ( ) Blended (choir, piano, hymns, choruses, praise songs, instruments, vocal team):
  - ( ) Contemporary (praise band & vocalists, dramas, majority of songs written 1990-2005):
  - ( ) Technology Enhanced/Creative Arts Worship (praise band, video clips, worship software, very active use of the creative arts, etc.)

Since our church currently has a blended service, would you be comfortable personally worshipping in this style of worship? Yes \_\_\_\_\_ No \_\_\_\_\_

**PASTORAL EMPLOYMENT HISTORY**

- A. Church Name \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_ Zip \_\_\_\_\_  
Date hired (Mo) \_\_\_\_\_ (Yr) \_\_\_\_\_ Date left (Mo) \_\_\_\_\_ (Yr) \_\_\_\_\_  
Worship attendance \_\_\_\_\_  
Your position \_\_\_\_\_ Population of community/city \_\_\_\_\_  
Briefly describe (1) Your experience; (2) Your accomplishments; (3) Reason you left.
- B. Church Name \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_ Zip \_\_\_\_\_  
Date hired (Mo) \_\_\_\_\_ (Yr) \_\_\_\_\_ Date left (Mo) \_\_\_\_\_ (Yr) \_\_\_\_\_  
Worship attendance when you came \_\_\_\_\_ When you left \_\_\_\_\_  
Your position \_\_\_\_\_ Population of community/city \_\_\_\_\_  
Briefly describe (1) Your experience; (2) Your accomplishments; (3) Reason you left.
- C. Church Name \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_ Zip \_\_\_\_\_  
Date hired (Mo) \_\_\_\_\_ (Yr) \_\_\_\_\_ Date left (Mo) \_\_\_\_\_ (Yr) \_\_\_\_\_  
Worship attendance when you came \_\_\_\_\_ When you left \_\_\_\_\_  
Your position \_\_\_\_\_ Population of community/city \_\_\_\_\_  
Briefly describe (1) Your experience; (2) Your accomplishments; (3) Reason you left.
- D. Church Name \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_ Zip \_\_\_\_\_  
Date hired (Mo) \_\_\_\_\_ (Yr) \_\_\_\_\_ Date left (Mo) \_\_\_\_\_ (Yr) \_\_\_\_\_  
Worship attendance when you came \_\_\_\_\_ When you left \_\_\_\_\_  
Your position \_\_\_\_\_ Population of community/city \_\_\_\_\_  
Briefly describe (1) Your experience; (2) Your accomplishments; (3) Reason you left.

**NON-PASTORAL EMPLOYMENT HISTORY**

Company	Title	Start Date	End Date	Area of Responsibility
a. _____				
b. _____				
c. _____				

## CORE COMPETENCIES AND SKILLS:

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Please indicate your level of experience in the following areas of core competencies and skills needed for this position. Place an "X" at the appropriate level. **Example:** (X)1 ( )2 ( )3

Note: 1=Very Experienced 2=Some Experience 3=No Experience

- a. Proven experience planning and leading **small group ministries**.  
( )1 ( )2 ( )3 Please write a brief paragraph providing details.
- b. Proven experience planning and leading **Adult Sunday School (mid-size communities)**.  
( )1 ( )2 ( )3 Please write a brief paragraph providing details.
- c. Proven experience planning and leading **early discipleship ministries**.  
( )1 ( )2 ( )3 Please write a brief paragraph providing details.
- d. Proven experience **coaching and training disciples**.  
( )1 ( )2 ( )3 Please write a brief paragraph providing details.
- e. Proven experience **developing leaders** focused on spiritual growth.  
( )1 ( )2 ( )3 Please write a brief paragraph providing details.
- f. Proven experience in recruiting, training, organizing, encouraging and motivating a **team of lay leaders** to actively serve in the church community.  
( )1 ( )2 ( )3 Please write a brief paragraph providing details, comments, etc. including evidence you have that people follow your leadership:
- g. Proven experience planning and leading adults **in service projects within the church community**.  
( )1 ( )2 ( )3 Please write a brief paragraph providing details.
- h. Proven experience organizing and overseeing **adult accountability or Bible study groups**.  
( )1 ( )2 ( )3 Please write a brief paragraph providing details.
- i. Experience in **promoting missions as the pastoral contact for missions**.  
( )1 ( )2 ( )3 Please write a brief paragraph providing details.
- j. Proven experience **Bible teaching** group sessions for spiritually mature adults.  
( )1 ( )2 ( )3 Please write a brief paragraph providing details.
- k. Proven experience handling the **needed administration, communications** (newsletters, brochures, flyers, website, mailings, emails, etc.) to run a discipleship ministry:  
( )1 ( )2 ( )3 Please write a brief paragraph providing details.
- l. Proven experience working with and **training leadership for small and mid-size community groups**.  
( )1 ( )2 ( )3 Please write a brief paragraph providing details.

## MINISTRY

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1. Please mark and prioritize the top 5-7 strengths in your ministry:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Preaching           | <input type="checkbox"/> Personal Counseling   | <input type="checkbox"/> Pastoral Care          |
| <input type="checkbox"/> Evangelism          | <input type="checkbox"/> Missions Promotion    | <input type="checkbox"/> Leading Worship        |
| <input type="checkbox"/> Christian Ed.       | <input type="checkbox"/> Discipleship          | <input type="checkbox"/> Youth Ministry         |
| <input type="checkbox"/> Social Action       | <input type="checkbox"/> Church Growth         | <input type="checkbox"/> Community Service      |
| <input type="checkbox"/> Church Admin.       | <input type="checkbox"/> Equipping Believers   | <input type="checkbox"/> Small Group Ministries |
| <input type="checkbox"/> Leadership Develop. | <input type="checkbox"/> Relationship Building | <input type="checkbox"/> Coaching/Mentoring     |

2. What might be some personal or ministry areas that will need support from other laymen or staff?

## DISCIPLESHIP MINISTRY:

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1. Briefly describe the role of the discipleship pastor in a church of 500 to 1,000 attendees.
2. Describe if and how small groups and community building are part of your present ministry.
3. Describe the specific skills God has gifted you with that contribute to making disciples.

## OTHER / REFERENCES:

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1. Please provide at least 4 pastoral and ministry references (**1** – denomination colleague; **1** – ministry colleague who has worked under you; **2** – leaders in your present or former church) with day, evening phone numbers and (if possible) email addresses. Also indicate how long they've known you and in what capacity they've known you.
2. You may make other comments or insights about yourself your ministry that you think would help us get to know you better.
3. Have you ever been asked to resign from a ministry? If so, give details.
4. Please read and complete the “**Areas of Concern**” and “**Application Release**” documents on the final two pages.
5. Please enclose a recent picture of you and, if applicable, your wife and family.
6. Regarding the confidentiality of my interest in placement. Please select one.  
 My desire for placement is already public. You may discuss this with anyone who is interested.  
 My desire for placement is known only by a few. Please discuss this only with my board and with interested churches, asking that they keep it strictly confidential.  
 No one knows of my interest. Please do not discuss this with anyone but me. Then I will decide who to inform
7. Do you have any knowledge, relationship, friendship, or experience with anyone that is currently (or in the past) actively attended this church? If yes, please give us their name(s) and phone number(s) and how you know them?

## Areas of Concern

(Please note that these questions are asked on our Volunteer Application.)

1. Have you ever been *convicted* of a criminal offense (felony or misdemeanor, except for minor traffic violations)? You should answer “yes” if you have entered into a plea agreement, including a deferred sentence or deferred judgment arrangement in connection with a criminal charge. No Yes
  
2. Have you ever been *charged* with a sexual offense, offense relating to children, or crime of violence? No Yes
  
3. Have you ever been reported to a social service agency, law enforcement authority, child abuse registry, or similar organization regarding abuse or misconduct involving children? No Yes
  
4. Have you ever been subjected to expulsion, discharge, reprimand, or other disciplinary action by a church, denomination, religious organization, or employer for any reason including misappropriation of funds? No Yes
  
5. Have you ever been a party to a civil lawsuit involving sexual misconduct, sexual harassment, or other immoral behavior or conduct, involving adults or children? No Yes
  
6. Have you ever been the subject of a complaint or disciplinary proceeding against a professional license or other license held by you, including but not limited to a license to provide child care or similar services? No Yes
  
7. Have you ever been the subject of any disciplinary action, transfer, or dismissal, or been named as a defendant in a civil or criminal lawsuit, as a result of an accident or mishap involving children? No Yes
  
8. Some people have experienced abuse at the hands of others. Most of these people abhor such behavior and are especially alert and sensitive to the need to provide a safe and caring environment for children. At the same time, residual effects may remain in some people’s lives, which may lead to a need for counseling prior to working with students. Were you ever abused or molested while a minor?  
No Yes  I would like to discuss this issue with someone.
  
9. Have you deliberately exposed yourself to pornography in the past three years? (This includes reading, watching, listening to, or in any other way using pornographic material, including books, magazines, television shows, movies, Internet, or telephone services.) No Yes
  
10. Have you ever touched a child in a sexual manner? (Do not include child-to-child contact that occurred more than ten years ago.) No Yes

## **Application Release**

I affirm that the answers and information I have provided on this application form are true and complete to the best of my knowledge. I understand and agree that, if I obtain a staff position with Grand Island Evangelical Free Church, and if I have provided inaccurate information on this application form, or at any other step in the application process, this may result in discharge from service, even if I did not know of the inaccuracy, and regardless of when the inaccuracy is discovered.

I authorize Grand Island Evangelical Free Church to conduct an investigation concerning my background, record, and suitability for service with Grand Island Evangelical Free Church. I specifically authorize Grand Island Evangelical Free Church, as it deems appropriate, to contact all references, educational institutions, past employers, churches, organizations and persons identified by me.

I authorize all such persons or organizations to release to Grand Island Evangelical Free Church any information they may have regarding my record, character, and fitness for working with students. I also authorize Grand Island Evangelical Free Church to conduct a criminal background investigation and credit check concerning me, again, as Grand Island Evangelical Free Church deems appropriate. I hereby waive and release Grand Island Evangelical Free Church and its directors, employees, agents, and representatives, from any and all claims that might arise from reviewing and processing my application and conducting the above-referenced background investigations. I waive any right that I may have to inspect any such information provided on my behalf.

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**Signature** of Applicant

Date

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Print Name