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Church of Christ Preacher/Congregational Questionnaire  
Paper No. OCCG-031

**EXECUTIVE SUMMARY:**

Forms for a preacher and congregation to fill out and trade to determine an initial fit before the major time and expense investment is made in an interview process.

**KEY WORDS:**

Questionnaire, preacher, congregation, interview process

**REPORT:**

In response to requests, the following forms have been drafted to assist preachers and congregations in the search and hiring of a preacher. The hiring process is difficult at best and if reasonable matches are not made, the process has to start all over again.

Either a congregation or preacher can use this form to transmit information, or they can work together for each fill out and trade the forms. With both sides exchanging information before the meetings, the use of interview and travel time can be used much more effectively.

Some of the questions in the questionnaire may not seem appropriate for all respondents, but we suggest they all be

addressed as the answers may give insights into situations, philosophies and/or personalities.

The intent of this form is to have a space for a brief answer. If a longer answer is appropriate, attach an appendix numbered similarly to the numbers of the questions.

Almost as interesting in trying to draft a questionnaire such as this is the questions you don't ask. The questionnaires are intended to be brief and easy to fill out. No essay or general philosophy questions are asked. This is not and there will not be a perfect questionnaire for all in the future. Hopefully it will be of some assistance and will be made better as we go forward.

If there is additional information you would like to be included, notify us at [info@occg.institute](mailto:info@occg.institute) and we will add them to the questionnaire for future copies.

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## CHURCH OF CHRIST PREACHER QUESTIONNAIRE

1. Name: \_\_\_\_\_
2. Your age group: 20-30: \_\_\_\_\_, 30-40: \_\_\_\_\_, 40-50: \_\_\_\_\_ 50-60: \_\_\_\_\_  
60-70: \_\_\_\_\_, 70+: \_\_\_\_\_
3. Names of wife and children (with ages) if any: \_\_\_\_\_  
\_\_\_\_\_
4. Summary of experience (attach resume?): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
5. Education (On resume?): \_\_\_\_\_  
\_\_\_\_\_
6. Is a video of you preaching? If so how can we see it? : \_\_\_\_\_  
\_\_\_\_\_
7. Are you willing to relocate to another city: \_\_\_\_\_ State: \_\_\_\_\_
8. What are you most passionate about: \_\_\_\_\_  
\_\_\_\_\_
9. Out-of-town religious events or services you have attended in the past year? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
10. Your congregation's average Sunday morning attendance for each of the past 5 years:  
\_\_\_\_\_

11. Zip code(s) which represent the service area of your present (last) congregation.  
\_\_\_\_\_
12. How many baptisms at your congregation in the last year? \_\_\_\_\_
13. What would you suggest would be a reasonable annual growth goal for a congregation relative to service area growth: \_\_\_\_\_%.
14. Why did you leave, or why are you willing to leave? \_\_\_\_\_  
\_\_\_\_\_
15. Racial mix of your of congregation: Asian: \_\_\_\_\_% Hispanic: \_\_\_\_\_% Black: \_\_\_\_\_% Caucasian: \_\_\_\_\_% Other: \_\_\_\_\_%
16. Racial mix of your service area: Asian: \_\_\_\_\_% Hispanic: \_\_\_\_\_% Black: \_\_\_\_\_% Caucasian: \_\_\_\_\_% Other: \_\_\_\_\_%
17. If your congregational racial mix does not match your service area, explain why:  
\_\_\_\_\_
18. Estimate the percentage of your congregation in each of the following age groups:  
0-10: \_\_\_\_\_ 11-20: \_\_\_\_\_ 21-30: \_\_\_\_\_ 31-40: \_\_\_\_\_ 41-50: \_\_\_\_\_  
51-60: \_\_\_\_\_ 71-70: \_\_\_\_\_ 70+: \_\_\_\_\_
19. Estimate the percentage of your service area in each of the following age groups:  
0-10: \_\_\_\_\_ 11-20: \_\_\_\_\_ 21-30: \_\_\_\_\_ 31-40: \_\_\_\_\_ 41-50: \_\_\_\_\_  
51-60: \_\_\_\_\_ 71-70: \_\_\_\_\_ 70+: \_\_\_\_\_
20. If your congregational age group mix does not match your service area, explain why:  
\_\_\_\_\_
21. Do you believe Acts 2:38 teaches that we must be baptized for the remission of sins? \_\_\_  
\_\_\_\_\_
22. Do you believe the baptism of Acts 2:38 was the immersion of believing adults?  
\_\_\_\_\_

23. Do you believe in the general tenor of the statement "Speak where the Bible speaks and remain silent where the Bible is silent"? \_\_\_\_\_  
\_\_\_\_\_
24. Do you believe we can judge who is going to heaven or hell? \_\_\_\_\_  
\_\_\_\_\_
25. Do you believe that quality service to God requires some planning and training? \_\_\_\_\_  
\_\_\_\_\_
26. Do you believe that the quality with which you do things can impact whether a personal evangelism prospect may be saved? \_\_\_\_\_  
\_\_\_\_\_
27. Do you believe that although God had limited use of instrumental music in the Old Testament, instrumental music was not specified for worship in the New Testament and was not used in churches for several hundred years thereafter? \_\_\_\_\_  
\_\_\_\_\_
28. Do you subscribe to the thought that the gospel is the same today as it was in the first century, but methods need to change to match contemporary situations? \_\_\_\_\_  
\_\_\_\_\_
29. Do you agree that personal evangelism growth rate is generally measured in comparison to service area growth rate? \_\_\_\_\_
30. We individually and collectively as a group have talents which are figuratively related to the talents discussed in Matthew 25:14-30. Do you believe we will be judged to some extent on judgment day based upon our use of our talents and those talents under our oversight? \_\_\_\_\_
31. What are the top three Bible translations you study? \_\_\_\_\_  
\_\_\_\_\_
32. What is your basis for Biblical interpretation? \_\_\_\_\_  
\_\_\_\_\_
33. Attach or give reference to any publications you written or have contributed to:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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## CHURCH OF CHRIST CONGREGATIONAL QUESTIONNAIRE

1. Name of congregation: \_\_\_\_\_
2. Position being recruited for: \_\_\_\_\_  
\_\_\_\_\_
3. Age groups you would consider for this position: 20-30: \_\_\_\_\_, 30-40: \_\_\_\_\_,  
40-50: \_\_\_\_\_ 50-60: \_\_\_\_\_, 60-70: \_\_\_\_\_, 70+: \_\_\_\_\_
4. Is this a replacement or a new direction? \_\_\_\_\_
5. If this is a replacement, why did the last person leave? \_\_\_\_\_  
\_\_\_\_\_
6. Approximate salary range being considered: \_\_\_\_\_
7. Fringe benefits: \_\_\_\_\_  
\_\_\_\_\_
8. Retirement benefits: \_\_\_\_\_  
\_\_\_\_\_
9. What is the congregation most passionate about? \_\_\_\_\_  
\_\_\_\_\_
10. What are the out of town religious events or services the last person in this position  
attended in the past year?  
\_\_\_\_\_
11. Congregation's Sunday morning average attendance for each of the past 5 years:  
\_\_\_\_\_
12. Zip code(s) which represent the service area of the congregation.  
\_\_\_\_\_

13. How many baptisms at the congregation in the last year? \_\_\_\_\_
14. What would you suggest would be a reasonable annual growth goal for a congregation relative to service area growth: \_\_\_\_\_%.
15. Racial mix of the congregation: Asian: \_\_\_\_\_% Hispanic: \_\_\_\_\_% Black: \_\_\_\_\_%  
Caucasian: \_\_\_\_\_% Other: \_\_\_\_\_%
16. Racial mix of your service area: Asian: \_\_\_\_\_% Hispanic: \_\_\_\_\_% Black: \_\_\_\_\_%  
Caucasian: \_\_\_\_\_% Other: \_\_\_\_\_%
17. If the congregational racial mix does not match your service area, explain why:  
\_\_\_\_\_
18. Estimate the percentage of the congregation in each of the following age groups:  
0-10: \_\_\_\_\_ 11-20: \_\_\_\_\_ 21-30: \_\_\_\_\_ 31-40: \_\_\_\_\_ 41-50: \_\_\_\_\_  
51-60: \_\_\_\_\_ 71-70: \_\_\_\_\_ 70+: \_\_\_\_\_
19. Estimate the percentage of your service area in each of the following age groups:  
0-10: \_\_\_\_\_ 11-20: \_\_\_\_\_ 21-30: \_\_\_\_\_ 31-40: \_\_\_\_\_ 41-50: \_\_\_\_\_  
51-60: \_\_\_\_\_ 71-70: \_\_\_\_\_ 70+: \_\_\_\_\_
20. If the congregational age group mix does not match your service area, explain why:  
\_\_\_\_\_
21. Do you believe Acts 2:38 teaches that we must be baptized for the remission of sins? \_\_\_  
\_\_\_\_\_
22. Do you believe the baptism of Acts 2:38 was the immersion of believing adults?  
\_\_\_\_\_
23. Do you believe in the general tenor of the statement "Speak where the Bible speaks and remain silent where the Bible is silent"? \_\_\_\_\_  
\_\_\_\_\_
24. Do you believe we can judge who is going to heaven or hell? \_\_\_\_\_  
\_\_\_\_\_
26. Do you believe that quality service to God requires some planning and training? \_\_\_\_\_  
\_\_\_\_\_

27. Percentage of your collective times as a shepherd spend in:

Shepherding activities: \_\_\_\_\_ % Administration: \_\_\_\_\_ %

28. Do you believe that the quality with which you do things can impact whether a personal evangelism prospect may be saved? \_\_\_\_\_  
\_\_\_\_\_

29. Do you believe that although God had limited use of instrumental music in the Old Testament, instrumental music was not specified for worship in the New Testament and was not used in churches for several hundred years thereafter? \_\_\_\_\_  
\_\_\_\_\_

30. Do you subscribe to the thought that the gospel is the same today as it was in the first century, but methods need to change to match contemporary situations? \_\_\_\_\_  
\_\_\_\_\_

31. Do you agree that personal evangelism growth rate is generally measured in comparison to service area growth rate? \_\_\_\_\_

32. We individually and collectively as a group have talents which are figuratively related to the talents discussed in Matthew 25:14-30. Do you believe we will be judged to some extent on judgment day based upon our use of our talents and those talents under our oversight? \_\_\_\_\_