

QUESTIONS FOR THE MINISTER TO CHILDREN SEARCH PROCESS

**First Baptist Church
Huntsville, Alabama**

Questions for Candidate

Personal Journey

1. Share with us your journey of faith, including your conversion experience and your call to vocational ministry. Where are you sensing God's leadership at this stage of your life?
2. Tell us about your family situation as you were growing up and your family now. Did you have any personal experiences facing struggles and overcoming obstacles that affect how you relate to children in your ministry?
3. How would you describe your current church, parents, and your ministry role in that congregation?
4. Tell us how you relate to the different denominational loyalties that are present in your church (SBC and CBF) and how you personally relate to the larger Baptist family.
5. Reflect theologically for a moment: What doctrine or theological principle most informs and guides your approach to ministry?
6. What is your greatest passion in ministry? What is your greatest struggle or frustration in ministry?
7. What is your greatest love? Why? What is your greatest fear? Why?
8. How much time do you spend a week in personal study and reflection with God? How do you keep yourself accountable to others outside the ministry staff?

Philosophy of Children's Ministry

9. Our church's Mission Statement is "Knowing, Loving, Serving Christ... Together." Our church's Vision Statement is: "Our Vision is ... Glorifying God ... Introducing Friends ... Growing Disciples ... Serving Others ... Connecting Members ... Sending Christians". How does your philosophy of children's ministry fit with our church's mission and vision statements? How have your past and present experiences in children's ministry prepared you to give leadership in these areas? What are you doing now in your church related to these mission and vision areas? What thoughts do you have about how to implement these into the children's ministry of our church? (may not ask specifically)
10. What are your priorities for children's ministry, in order of importance?
11. Do you think it is important to be personally involved in the discipleship of children and how are you doing that now? What other ministry approaches do you use to disciple children?
12. How are children involved in congregational worship at your current church? What is the place of children in worship?
13. Talk to us about your current Children's Sunday School structure and curriculum.
14. After age four, children join their family for worship at FBC Huntsville. There is some discussion as to whether we might have a Children's Church or some modification of it. What are your thoughts about this?

15. What do you believe about the purpose and value of trips within the children's ministry? Discuss the types of trips you consider a vital part of your ministry (e.g., summer camp, retreats, choir trips).

Implementation of Children's Ministry

16. Discuss your approach to planning and organization for children's ministry. How do you ensure full and effective communication with children, children's workers, and parents?
17. How do you recruit, train, and develop children's ministry leaders?
18. How do you engage parents in children's ministry?
19. How do you handle the challenging situations that children and their families may struggle with and come to you for guidance?
20. How do you handle a situation when a child comes to you wanting to talk about salvation?
21. The number of schools represented in our children's ministry is significant. What are your thoughts on the positives and negatives of this diversity, and how would you approach community building within the children's area?
22. How does missions intersect with your current children's ministry?
1. The Road Ahead
23. What do you think will be the most difficult part of leaving your current situation? How does your family feel about a possible move in your life now?
24. What is it about the possibility of being Children's Minister at First Baptist Church in Huntsville that most excites you?
25. What would ministry look like in 5 years at FBC with unlimited resources?

Questions for Committee and Staff

1. What expectations do you have for the next Minister to Children? What qualities do you feel will best fit within the ministry context of FBC?
2. How has the children's ministry functioned in the absence of a full-time staff person?
3. Does the Minister to Children have involvement in hospital visitation and other pastoral care duties for the body as a whole?
4. What is the role of the children's ministry support staff/administrative assistants in the overall children ministry? What roles do they currently assume?
5. Do you expect consistent office hours for the children minister or simple accountability to where and what the children minister is doing?
6. On what church committees does the Minister to Children serve?
7. Are there any plans for future children's ministry staff members or interns? Who will hire and supervise any future staff?

Questions for the Children's Ministry Organization

1. Explain any organized parent involvement/parent ministry teams? How do you ensure and incorporate parents into the overall children's ministry?
2. Are the teachers constant or do they rotate throughout the year? What is the role of the Minister to Children during Sunday School?
3. What Sunday School curriculum is used and who chooses that curriculum?

4. What are some elements of children ministry you feel you are doing well? What are some elements where you see room for growth and improvement?
5. How do you view children's ministry in relation to the church body as a whole? How are they integrated into other ministries of the church? Congregational worship?
6. What makes your children's ministry unique? What defines you?
7. Are there any 'sacred cows' within the children ministry or church that a new children minister should be aware of? Are there any hidden issues that will re-surface or be a barrier to the success of a new Children Minister?
8. How open are the children's ministry leaders to changes in the children ministry area?
9. How much freedom exists to plan the annual calendar for events/programming?

Questions about the Budget

1. Who creates the overall children's ministry budget? The children minister? Finance committee?
2. What is the breakdown of children ministry funds? Could you bring a print-out of this year's children ministry budget?
3. Is there a line item for conferences, resources/books?
4. Generally, do children have to pay the full amount for camps and retreats, or does the budget allow for some compensation to help keep costs as low as possible?
5. How is the overall giving of FBC?

Questions for the Congregation

1. What draws a family to be part of the body at FBC? Why did you and your family choose to make FBC your church home?
2. What do you see in the future for your church body?