

Zoom Interview Questions for Applicant Stage

Unity Church Ministerial Search Team, 2021-2022

[Potential follow-up questions are listed below each standard question. Others might emerge from the minister's initial answer. The number of follow-ups would be driven by time availability. Not all follow-ups will be relevant if applicant addressed the topic in the Ministerial Record.]

- 1) What attracts you to the senior minister position here at Unity? What would you find energizing?
- 2) What do you believe are the primary characteristics of an effective spiritual leader?
 - a) What are your sources of renewal and support as a spiritual leader?
 - b) What are your strengths? Weaknesses?
 - c) What feedback have you received about your spiritual leadership skills?
- 3) How do you approach your work in managing a large staff?
Alternate: We are aware that the staff in your current context is small, relative to Unity's. How might you approach your work in managing a large staff?
 - a) What feedback have you received from staff about your leadership and how have you responded to it?
 - b) How do you deal with conflict? Can you give us an example?
 - c) Tell us about your experience with collaborative leadership. What have you learned about its pros and cons?
- 4) As you are aware, Unity has a very small percentage of people who live with disabilities or who identify as LGBTQ+ and BIPOC. How would you propose to make Unity more welcoming to its marginalized members?
 - a) Tell us about your work towards your own racial healing and anti-racism.
 - b) What is a success you've had increasing the sense of belonging for a marginalized group? What is something you've tried that has not gone well? What did you learn?
- 5) Tell us about your role in pastoral care at your current congregation.
 - a) How have the events of the last two years influenced your ministry? What changes have you made to your messages, your approach, your relationship with parishioners?
 - b) What is your vision of how you might grow and deepen the work of pastoral care in your next congregation?
- 6) Tailored questions #1
- 7) Tailored question #2
- 8) What is a question that you are wrestling with right now, in your ministry?