



Brentwood Baptist

Pre-Screening Interview Guide For Cultural Call

Candidate _____ Interviewer _____ Date _____

Opening Comments

- Purpose: To learn about us and the position; to answer your initial questions; for you to find out if the job is right for you
- Further into the process we will want to find out if you are right for the job
- Circumstances that brought us to the point of talking to you
- Circumstances that brought us to the point of looking for this specific position

Church History

- 1969 Church Plant of Woodmont Baptist
- Two Pastors in 40 years
- 2002 church move
- Growth/Change since 2002

Brentwood and Area Demographics

- Brentwood Community demographics
- Williamson County comments
- Nashville/Middle TN comments
- BBC demographics
- How this impacts ministry
- Church location/property/facilities

BBC Governance/Structure

- 2004 Changes
- Trustees, Deacons, Staff Resource Team, Finance Ministry Team
- Role of congregation
- Role of Pastor, Executive Pastor and Staff
- New Member Process
- Staff Organization
- Bylaws

Senior Pastor/Executive Pastor

- Tenure/History
- Profile
- Strengths
- Weaknesses
- Passions
- Current focuses
- Working/Leadership Styles

Mission/Vision/Strategic Ministry

- Mission Statement
- Acts 1:8 Ministry Plan
- Worship
- Discipleship
- Service
- Connection
- Multiple Congregations/Campuses/Venues

Staff Culture/Expectations

- Pace
- Change
- Innovation
- Model-Netics
- Self-development
- Goal Alignment
- Values
- Quarterly/Annual Reviews

Job Specific Information

- Job Description
- Position Profile
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Closing Comments

- Questions?
- What concerns you?
- What excites you?
- Based on what you have learned thus far, would you like to continue with the process?
- Describe the next steps.
- Describe the full process.

Next Steps/Recommendation:
