



# epiphany station

Love God. Love People. Period.

## Pastor Formal Application

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

Age: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Spouse's name: \_\_\_\_\_

How long have you been married: \_\_\_\_\_

Children's name(s):

List the previous churches you have attended, how long you were at each one, what ministries you served in, your reason for leaving, and whether or not you are on good terms with them:

### A. Personal Information:

1. Tell us your salvation story: When, where, how, etc.
2. Have you been baptized by full immersion as a follower of Jesus Christ? When and where?
3. What do you think of when you think of God?
4. Have you had any formal spiritual training or schooling? Where? What degrees?
5. What's the highest educational level you have achieved/finished:

## **B. Family**

1. (For married only) How long have you been married? How do you keep your marriage healthy?
  2. Have you ever been divorced? If yes, when did it happen and what were the factors that contributed to the divorce?
  3. On a scale of 1-100, how supportive is your spouse of you considering this role? Discuss your spouse's level of spiritual growth, involvement in the church, and his/her feelings about your joining the staff.
  4. Do you struggle with maintaining purity in your sex life? What steps do you take to protect yourself?
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## **C. Spiritual Disciplines**

1. If your spiritual energy level could be read like a fuel gauge, where would it read right now? Empty,  $\frac{1}{4}$  full,  $\frac{1}{2}$  full,  $\frac{2}{3}$  full, Full?
  2. Have you ever been more in love with God than you are now? When was that?
  3. Do you see the evidence of the fruit of the spirit in your life over the past twelve months? Give examples
  4. Tell us about your normal spiritual practices, and are you satisfied with where you are spiritually?
  5. What role does the Bible, Worship, and Prayer play in your life?
  6. Do you fast? When was the last time you did? What inspired you to fast?
  7. Do you Sabbath? Describe a normal Sabbath for you and your family?
  8. Do you Tithe? Explain why you tithe?
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## **E. Pastoral Ministry**

1. Why is teaching God's word important to you? Do you enjoy it?
2. Give an example of a counseling experience in which you helped someone in the Church move forward in their faith.
3. Tell us about your ideal format for a gathering of God's people (ie. Worship Service)
4. Do you enjoy leading others to fulfill and succeed in their own ministry calling? What experience do you have in leading a team?
5. If you were to start a new church, what would you call it? How would you decide?

**Agenda/Values Survey**

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

This is a survey to help us discern how compatible you may be with the direction of Epiphany Station. Please record *your* views as accurately as possible, not what you think someone may want you to say.

Place an (X) on the spectrums of Ministry Philosophy below.

Five Point Calvinist-----Molinist-----Arminian-----Open Theist

Explain your position:

Egalitarian-----Exceptionalist-----Complementarian

Explain your position:

Denomination Led-----Elder Led-----Pastor Led-----Congregation Led

Explain your position:

Read each statement and indicate if the topic is highly important to you or low in importance to you, or somewhere in between.

	Low	High
1. Beautiful church facilities.	1---2---3---4---5	
2. A Lead Pastor who is highly relational.	1---2---3---4---5	
3. A Lead Pastor who is highly visionary.	1---2---3---4---5	
4. Worship services that are relevant to the unchurched.	1---2---3---4---5	
5. Singing traditional hymns.	1---2---3---4---5	
6. A Lead Pastor who is a gifted communicator.	1---2---3---4---5	
7. Being good friends with other church staff.	1---2---3---4---5	
8. Working alongside other community organizations.	1---2---3---4---5	
9. Our church should be open to innovation and change.	1---2---3---4---5	
10. Using my gifts to strengthen the church body.	1---2---3---4---5	
11. Serving with excellence.	1---2---3---4---5	
12. Women serving as pastors and overseers.	1---2---3---4---5	
13. Overseers setting the course and providing leadership.	1---2---3---4---5	
14. Planting additional churches.	1---2---3---4---5	
15. Having multiple church campuses (multi-site).	1---2---3---4---5	
16. Modern worship music.	1---2---3---4---5	
17. Discipleship that leads to reproduction.	1---2---3---4---5	
18. Social justice issues.	1---2---3---4---5	
19. Reaching people who are far from God.	1---2---3---4---5	
20. Adult Christian Education.	1---2---3---4---5	
21. Children's Christian Education.	1---2---3---4---5	
22. Youth Christian Education.	1---2---3---4---5	

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|---|-------------------|
| 23. Counseling ministry.                                    | 1---2---3---4---5 |
| 24. Visitation ministry.                                    | 1---2---3---4---5 |
| 25. Small group ministry.                                   | 1---2---3---4---5 |
| 26. Women's ministry.                                       | 1---2---3---4---5 |
| 27. Men's ministry.   | 1---2---3---4---5 |
| 28. Teaching on the eternal security of the believer.       | 1---2---3---4---5 |
| 30. Speaking in tongues.                                    | 1---2---3---4---5 |
| 31. Expressive worship (clapping & hand-raising)            | 1---2---3---4---5 |
| 32. In-depth verse-by-verse teaching from the pulpit.       | 1---2---3---4---5 |
| 33. Sermons that would interest my non-Christian neighbor.  | 1---2---3---4---5 |
| 34. Dress in the church should be formal.                   | 1---2---3---4---5 |
| 35. The worship service should be orderly and traditional.  | 1---2---3---4---5 |
| 36. The worship service should be informal                  | 1---2---3---4---5 |
| 37. Our congregation should consistently grow in size.      | 1---2---3---4---5 |
| 38. We need to be effective in training people in ministry. | 1---2---3---4---5 |
| 39. We need strong pastoral leadership to move forward.     | 1---2---3---4---5 |
| 40. I prefer slow change rather than rapid change.          | 1---2---3---4---5 |
| 41. I like everything to be neat and orderly.               | 1---2---3---4---5 |
| 42. The Lead Pastor should set the vision for the church.   | 1---2---3---4---5 |
| 43. The church should plan, strategize, and set goals.      | 1---2---3---4---5 |
| 44. Church leaders should never hurt or offend anyone.      | 1---2---3---4---5 |
| 45. The Lead Pastor serves as the head elder.               | 1---2---3---4---5 |
| 46. I believe the church should be action-oriented.         | 1---2---3---4---5 |
| 47. I believe the church should be prayer-oriented.         | 1---2---3---4---5 |

48. The church should focus on building up believers. 1---2---3---4---5
49. The church should focus on reaching the lost. 1---2---3---4---5
50. Being real and transparent is important to me. 1---2---3---4---5
51. I prefer a lecture format for teaching/learning. 1---2---3---4---5
52. I prefer interaction and discovery teaching/learning. 1---2---3---4---5
53. Everyone should have input regarding church decisions. 1---2---3---4---5
54. I prefer strong leadership that sets the direction. 1---2---3---4---5
55. Training classes for new believers. 1---2---3---4---5
56. The church should assist parents in Christian education. 1---2---3---4---5
57. The church is responsible for Christian education. 1---2---3---4---5
58. Every instrument can be used in worship. 1---2---3---4---5
59. The pastor should spend most of his time with people. 1---2---3---4---5
60. The pastor should spend most of his time in the office. 1---2---3---4---5
61. Tithing at least 10% to the church is very important. 1---2---3---4---5
62. It's okay if the Lead Pastor knows how much I give. 1---2---3---4---5
63. Church Membership should be meaningful and involved 1---2---3---4---5
64. The Church should engage people Online 1---2---3---4---5
64. We should only worship to songs that focus on God 1---2---3---4---5
64. We should speak out against non-Christ centered church 1---2---3---4---5



**Choose 5 items below that are MOST IMPORTANT to *you*. Rank them in order of priority (1 to 5). Yes, all are important, but choose only five.**

- |   |                           |
|---|---------------------------|
| _____ Teaching the Bible                | _____ Social concerns     |
| _____ Fellowship                        | _____ Discipleship        |
| _____ Small groups                      | _____ Administration      |
| _____ Equipping members for ministry    | _____ World missions      |
| _____ Connecting new people to the body | _____ Evangelism          |
| _____ Training believers                | _____ Planning and goals  |
| _____ Church planting                   | _____ Prayer              |
| _____ Counseling/pastoral care          | _____ Musical Worship     |
| _____ Denominational Involvement        | _____ Sharing Testimonies |

**Read each statement below and respond with the following number:**

- 1.....*I believe that strongly*
- 2.....*I believe that*
- 3.....*I'm uncertain*
- 4.....*I don't believe that*
- 5.....*I know that isn't true*

- 1. The Bible is the inspired word of God. \_\_\_\_\_
- 2. The Bible is without error. \_\_\_\_\_
- 3. The Bible is the manner in which we know who God is. \_\_\_\_\_
- 4. Jesus is the Son of God. \_\_\_\_\_
- 5. Jesus is God. \_\_\_\_\_
- 6. Jesus died, was buried and rose from the dead. \_\_\_\_\_
- 7. Jesus was born of a virgin. \_\_\_\_\_
- 8. Jesus is coming again. \_\_\_\_\_

9. The Holy Spirit is God. \_\_\_\_\_
10. The Holy Spirit enters into a person when they believe. \_\_\_\_\_
11. The sign that a person has been filled with the Holy Spirit is that they will speak in tongues. \_\_\_\_\_
12. A person can go to heaven without *doing* anything. \_\_\_\_\_
13. If I am good enough, I can go to heaven. \_\_\_\_\_
14. If I believe in Jesus I will go to heaven. \_\_\_\_\_
15. Once a person has put their faith in Jesus, they will go to heaven no matter what. \_\_\_\_\_
16. God exists as 3 separate beings - God the Father, God the son and God the Spirit - yet, He is one. \_\_\_\_\_
17. It was necessary for Jesus to die on the cross. \_\_\_\_\_
18. There is a place that is Heaven. \_\_\_\_\_
19. There is a place that is Hell. \_\_\_\_\_
20. Every human being is a sinner. \_\_\_\_\_
21. Infant baptism is biblical. \_\_\_\_\_
22. You cannot be saved without being baptized. \_\_\_\_\_
23. God has predestined that some with believe in Jesus and some with reject Jesus and mankind is without the power to change this ordained election. \_\_\_\_\_
24. God in his sovereignty allows men and women to decide whether or not they will respond to the salvific offer of Jesus. \_\_\_\_\_
25. God does not know how all people will respond to the Gospel. He makes allowances for all possible outcomes. \_\_\_\_\_
26. God knows who will and who will not choose to be saved and therefore the lives of men and women are lived out upon a cooperatively preordained track of either salvation or damnation \_\_\_\_\_

Explain any of your answers that you feel may require a fuller explanation:

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**Final Questions:**

What does successful ministry look like to you?

What currently active ministry do you hold in high regard? Why?

What currently active ministry do you hold in low regard? Why?

What is your greatest leadership inadequacy?

What is your greatest barrier in learning to trust a leader?

What are your biggest concerns about the role of Pastor?

If you have taken the Portrait Predictor Colors Assessment, what are your colors?

If you have ever taken the Enneagram Assessment, what is your number?

If you have ever taken a Strengthsfinder assessment, what are your top ten strengths?

What do you like most and least about your personality type?

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**EMPLOYMENT HISTORY**

**Present Or Last Position:**

Employer:

Supervisor:

Phone:

Email:

Position Title: \_\_\_\_\_ Salary: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_

Responsibilities: \_\_\_\_\_

\_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

=====

Employer:

Supervisor:

Phone:

Email:

Position Title: \_\_\_\_\_ Salary: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_

Responsibilities: \_\_\_\_\_

\_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

**May We Contact Your Present Employer?**

Yes \_\_\_\_\_ No \_\_\_\_\_

Have you ever been involved in any litigation? Have you ever been arrested? Have you ever filed for bankruptcy?

Have you ever been convicted of a crime? \_\_\_\_\_ No \_\_\_\_\_ Yes

If yes, explain the number of conviction(s), nature of offense(s) leading to conviction(s), how recently such offense(s) was/were committed, sentence(s) imposed, and type(s) of rehabilitation.

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Please list at least four references we can call. These should be people you have worked for and people you have served with in ministry.

1. Name:

Phone:

Email:

Relationship with the contact:

2. Name:

Phone:

Email:

Relationship with the contact:

3. Name:

Phone:

Email:

Relationship with the contact:

4. Name:

Phone:

Email:

Relationship with the contact:

I certify that information contained in this application is true and complete. I understand that false information may be grounds for not hiring me or for immediate termination of employment at any point in the future if I am hired. I authorize the verification of any or all information listed above.

Signature \_\_\_\_\_

Date \_\_\_\_\_