

Trinity Bible Church of Ottawa

Interview question for leadership Candidates – Elders and Deacons

The following qualifications are applicable to both **Elders and Deacons**:

Stated Biblical Qualification	Resulting Question
Acts 6:3 – Full of the Spirit and Wisdom	<ul style="list-style-type: none"> • What are your spiritual strengths? What are your spiritual weaknesses? • What do you understand from scripture is the "filling of the Spirit"? • Describe your understanding of the difference between knowledge, experience, and wisdom?
Titus 1:9 Hold firmly to the trustworthy message 1 Tim 3:8 Keep hold of the deep truths of the faith 1 Tim 3:2 Able to Teach	<ul style="list-style-type: none"> • In your opinion what are the 3 most important doctrines of the Christian faith? Why? • What things has God been teaching you in the past 12 months? • Do you understand and agree with the TBCO doctrinal statement?
Titus 1:9 Encourage others by sound doctrine 1 Tim 3:2, 10, Titus 1:6,7 Above Reproach 1 Tim 3:2, 8, 11 Respectable, worthy of respect 1 Tim 3:7, 8, 10 Good reputation with outsiders	<ul style="list-style-type: none"> • Do you pay your bills on time and are you honest in your business dealings? • Describe a situation where your personal actions gained you the respect of others. • Do you pay your bills and are you honest in your business dealings? Explain. • Are you involved in any community activities outside of the church. If so list them and your involvement. Why did you become involved in them?
1 Tim3:2, 12, Titus1:6 Husband of one wife	<ul style="list-style-type: none"> • Have you ever been divorced, remarried or lived common law? • Have you ever cheated on your spouse? • If you answered "yes" to any of the above two questions provide a brief synopsis of the situation. • In your own words define what being a good spouse and parent looks like
1 Tim 3:4, 12 Manage family, children and household well 1 Tim 3:2 Titus 1:6 Children who believe	<ul style="list-style-type: none"> • If you have children are they active in a church? – If not, explain.
1 Tim 3:3, 8, Titus 1:7 Not given to drunkenness or indulging in much wine	<ul style="list-style-type: none"> • What are your views on the use of alcohol and drugs? • Would others consider that you have a problem with alcohol or drugs?
1 Tim 3:8, Titus 1:7 Not pursuing dishonest gain	<ul style="list-style-type: none"> • Have you ever cheated in order to obtain personal gain or to avoid financial penalties?

1 Tim 3:6

- Describe how you came to faith in Jesus. Please include dates and key people.

The following four questions while not having a “biblical” basis are still important in terms of potential leadership candidates at TBCO

- Define Team Leadership.
- Define Servant Leadership
- What would you like to see happen at TBCO in the next 3-4 years?
- What will help us to get there? What will hinder us?

The following questions apply to **Elders only** and are intended to delve deeper into the character of the potential candidates.

Stated Biblical Qualification	Resulting Question
1 Tim 3:2, Titus 1:8 Self Controlled 1 Tim 3:3 Not quarrelsome Titus 1:7 Not Quick Tempered 1 Tim 3:3, Titus 1:7 Not Violent	<ul style="list-style-type: none"> • Describe a recent situation where you had to exercise self-control • Describe a situation in the past year where you have been angry. Explain how you dealt with that anger.
1 Tim 3:2 Titus 1:8 Hospitable	<ul style="list-style-type: none"> • How often do you invite people over to your house? • How do you define "community"? • Using a Ven diagram with three circles show by the size of the circles your appreciation of your professional, social (outside of church) and church life. Also show the intersection/connection of these three areas.
Titus 1:9 Refute those who would oppose sound doctrine	<ul style="list-style-type: none"> • How would you handle someone disagreeing with something in the TBCO doctrinal statement?
1 Tim 3:3 Not a lover of money	<ul style="list-style-type: none"> • Do you faithfully tithe? • Do you have income other than from sources of employment? If yes, how much time does this take to manage on a monthly basis?
Titus 1:8 Loves what is good	<ul style="list-style-type: none"> • What “breaks your heart” for God?
Titus 1:8 Holy and Disciplined	<ul style="list-style-type: none"> • Briefly explain your devotional life, include such things as your personal private study, prayer, scripture memorization.