

Questions Which Call Committees Can Ask References Listed on a CMIF

1. How long have you known the candidate?
2. In what capacity have you known the candidate?
3. How have you seen the candidate living out his/her faith?
4. How has the candidate demonstrated commitment to church/school ministry?
5. Describe the candidate's work ethic?
6. How have you seen the candidate work as a member of a team?
7. How has the candidate demonstrated time management skills?
8. Characterize how the candidate relates to students, youth and adults. Give an example of each.
9. How has the candidate demonstrated leadership?
10. What do you consider to be the candidate's greatest strength and ability?
11. What specific concerns do you have about the candidate's behaviors/practices?
12. How has the candidate responded to conflict?
13. What one word best describes the candidate?
14. How has the candidate been involved in the church outside his/her responsibilities?
15. How has the candidate been involved in the community?
16. How does the candidate build positive relationships?
17. How does the candidate communicate with parents, students, staff and congregation members? Give an example of each. How effective is the communication?
18. What qualities do you value in the candidate?