**Sample Interview Questions for STMs**

This document provides a list of questions that could be asked of an STM in the STM interview process. As indicated elsewhere, the council of the congregation is responsible for carrying out the interview process, free to engage with any of the STMs whose names are provided by the staff of [Thrive](https://www.crcna.org/thrive). The next step, after the interview process is complete and a preferred candidate identified, is for the council to invite their preferred STM into contract negotiations around the terms of the contract. A contract template can be found here: [Contract template](https://docs.google.com/document/d/1J-_ekoG46Zst5wPW8wJWOzaOjAMjCSvD/edit)

List of possible interview questions:

1. Please tell us about yourself.
2. Why and how did you become an STM?
3. What do you appreciate about this role?
4. What elements of the role do you consider to be the most challenging?
5. What does it mean for a church to be “in transition”?
6. How would you help us to identify objectives and priorities for our time with you during our transitional process?
7. What kinds of things would you do during your time with us? How would you approach your work?
8. What do you see as your relationship to the council?  To staff?
9. How would you be involved (or not) in our search for a new "settled pastor"?
10. In what ways might we change because of your time with us?