

## Episcopal Diocese of Minnesota IX Bishop Search Interview Questions

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1. Tell us about a time when you were able to inspire a community to rise above its circumstances and look at the challenges ahead in a new way.
  - a. Tell us more about the difficulties that provided the background for your action.
  - b. Tell us more about the ways you got the message of hope across.
  - c. Tell us more about the ways they started looking outside the box.
  - d. What happened? How did things change?
  
2. What is the most progressive new program/approach you have introduced to your parish or diocese?
  - a. What program/approach was it replacing?
  - b. How did you get started on it?
  - c. What was the biggest barrier you had to overcome to win acceptance for the program or approach?
  - d. How did you overcome that barrier?
    - a. What outcome did it have for the parish/diocese? For you?
  
3. Describe a recent situation in which you were leading an organization through significant change.
  - a. How did you know it was time for the change?
  - b. How did you convince people that change was necessary?
  - c. How did you adjust the financial picture to adapt to the change?
  - d. How did you respond to the resistance to change?
  - e. How did you ensure that the change “stuck”?
  
4. What is the biggest/most difficult financial decision you’ve made in your parish or diocese?
  - a. How did the need for the decision arise?
  - b. Talk about the process you went through to make the decision.
  - c. What did you decide?
  - d. How did that work out?
  - e. What did you learn?
  
5. Talk about a time you have been really stressed in your role as a priest.
  - a. What was it about this particularly situation that made it stressful?
  - b. How did your stress show up to those around you?
  - c. What did you do to relieve the stress?
  - d. How did this situation work out?
  - e. What would you do differently next time? What did you learn?

6. Describe a time you took a strong leadership stance to ensure that resources, infrastructure, etc., were aligned with a goal or vision.
  - a. Who were you trying to lead?
  - b. How did you approach this challenge?
  - c. How did you gain support for your stance?
  - d. How did it work out?
  - e. What did you learn?
  - f. What would you do differently next time you find yourself in this situation?
  
7. Tell me about a priest you have mentored or counseled who was particularly challenging.
  - a. Who was the person? (e.g., not a name, but his/her role, what was his/her position with respect to your own, etc.)
  - b. Why were you the person who needed to mentor or counsel him/her?
  - c. How did you approach the task?
  - d. What did you do to make sure he/she was learning?
  - e. What feedback did you give him/her about how he/she was doing?
  - f. What response did you get?
  - g. How did the person do once you ended the mentoring?
  
8. Describe a time you feel you have done the best job of nurturing a faith community to overcome a problem.
  - a. Describe the faith community.
  - b. What was the problem?
  - c. What makes this experience stand out as the “best”?
  - d. What did you do?
  - e. What response did you get?
  
9. Tell me about the most difficult decision you have made about the use of resources for a project in church (both fiscal and with people).
  - a. What made this situation more difficult than usual?
  - b. How did you decide which people you needed?
  - c. What other resources did you find you needed?
  - d. How did you make the final decision about funding and people to involve?
  - e. What happened as a result of your decision?
  
10. Minnesota is a large geographical area – 10th largest state. Our new bishop will be challenged with how to reach out to the entire diocese. Please tell us about the most difficult experience you have had in which you needed to connect with/pastor to/build relationships with a large, diverse body of people.
  - a. Why the need to pastor, connect, or build relationships?
  - b. How did you determine where to start?
  - c. What steps did you take to ensure you weren't leaving anyone out?

- d. How did it work out?
  - e. What did you learn that you might apply as bishop of the Diocese of MN?
11. Discuss a time when you needed to create a team to achieve something together.
- a. How did you get people involved/inspired?
  - b. How did you deal with conflicting styles/personalities?
  - c. How did you encourage individuals to take leadership responsibilities?
  - d. How did you ensure the maximum amount of group ownership?
  - e. What would others say about that process?
  - f. How did you know when you reached consensus?
  - g. What responsibilities did you let go of in the process?
12. How do you view our relationship with the worldwide church/ Anglican Communion?
- a. How would you nurture a relationship with the other countries?
  - b. How would you move us closer in relationship?
  - c. How do you envision us moving toward God together?
  - d. Is there a time in which we are done with the communion?
  - e. If so, what would that look like for you as a leader of the church?
13. As a developed western culture we have become “creatures of comfort.” Yet spiritual transformation comes out of our personal “wilderness/desert experiences”. How can the Episcopal Church be a catalyst in furthering our transformation in a culture that has this duality?
- a. How does the structure of the Episcopal Church aid or detract from this transformation?
  - b. As a leader in the church, how do you see your work within the institution?
  - c. How do you see your work with people who are “un-hinged,” unchurched” or searching for a connection to something more in their life.
  - d. How do you see working with people who have been hurt by the church?
14. With your many pastoral and liturgical responsibilities, how do you ensure the “business” of the church is taken care of?
- a. Which matters are you personally involved in?
  - b. Which matters do you routinely delegate to others?
  - c. What is your system to ensure that financials and other details are attended to?

15. What do you believe that the world is aching for?
16. Who is Christ to you?
  - a. What spiritual practices really feed your relationship with Christ?
  - b. How does that strengthen you for ministry?
17. Technology: What value do you place on technology for your ministry?
  - a. How is it expressed in your current ministry?
  - b. How might it be used in your future ministry?
  - c. How does this affect your notion of incarnation ministry?
18. Gospel Based Discipleship: Are you familiar with Gospel Based Discipleship?
  - a. How have you used it in the past?
  - b. What value might it have in your episcopate?
19. Confirmation: What is your understanding of Baptismal ministry and why is confirmation meaningful to it?
20. Episcopate: Do you feel the current form of the episcopate works? If not, how would you change it to be more effective?
21. The Church: If indeed, as Phyllis Tickle asserts, the church needs a rummage sale every 500 years, what do we need to sell? And what do we need to retain?
22. If you were to re-envision leadership within The Episcopal Church, what would it look like?
23. Tell us about a priest you have mentored or counseled who was particularly challenging.
  - a. Without naming the person, what was his/her position with respect to your own?
  - b. Why were you the person who needed to mentor or counsel him/her?
  - c. How did you approach the task?
  - d. What did you do to make sure he/she was learning?
  - e. What feedback did you give him/her about how he/she was doing?
  - f. What response did you get?
  - g. How did the person do once you ended the mentoring?
24. Tell me about a time when you had a staff member not meeting their goals.
  - a. How did you deal with this?
  - b. What was the outcome?
25. Anglican Communion: How do you view our relationship with the Anglican Communion? How would you nurture it?
26. What are your feelings about same sex blessings?
  - a. What could be your stance on them for Minnesota?
  - b. What guidance would you provide for the pastoral care of those in same-gender relationships?

27. Personal Time/Activities: If you could spend more time on one activity outside of the church, what would it be? Why? OR What activities outside of the church give you the most personal satisfaction? What activities take the most of you or are the most draining overall? Why is that?

28. Standing Committee: The Constitution of the Episcopal Church proscribes a Standing Committee in every diocese to, among other things, act as the Bishop's Council of Advice. In the same way that different priests use their vestries in different ways, different Bishops utilize the "advice" of the Standing Committee in different ways. How do you envision utilizing the Standing Committee?

29. Councils, Commissions & Staff: What is your current understanding of the role of Diocesan Convention, Diocesan Council, diocesan committees/commissions and staff in furthering the mission and ministry of the diocese? How do you envision these various organizational groups working together? Is there a way that you would change the way these institutions function?