

Questions That Deserve Answers

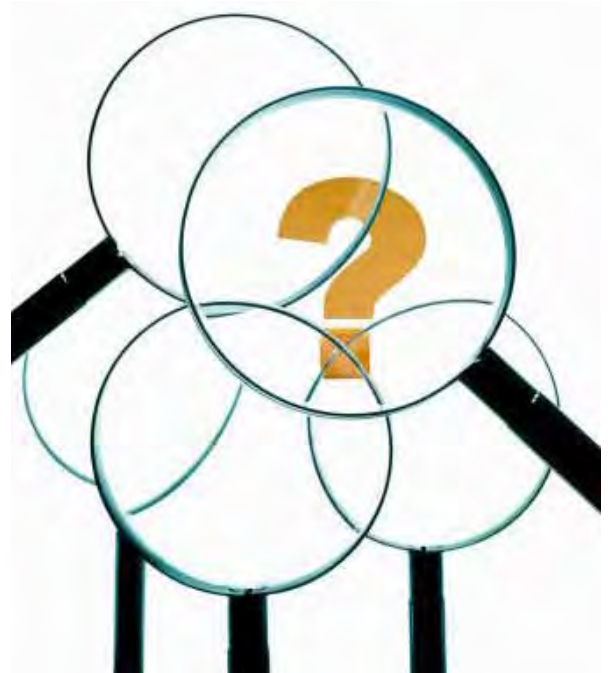
pre-interview tool

Dear Pastor or Search Committee:

I want to thank you for the opportunity and privilege you have given me to interview with your organization. If you would, please take a few minutes to review this pre-interview questionnaire. I am providing this as a tool for you to have an opportunity to learn more about me before the initial interview. As I am sure you have many questions you want to ask of me, this will hopefully answer most of those and make our interview time more productive. I know your time is important to you, your families, and your congregation. I look forward to the time we will have together discussing your vision for ministry within your local church and answering any questions you may still have for me.

In Him,
Tim

Rev. Tim C. Bowling



Questions That Deserve Answers

I. Ministry Philosophy: Section starts pg. 9

- a. My philosophy of ministry
- b. My strategy for accomplishing this philosophy

II. Ministry Experience: Section starts pg. 10

- a. Please describe a ministry programs that you were in charge of and the average attendance of those programs.
- b. How many ministry staff members are you currently leading?
- c. How many are paid/volunteer?
- d. How many are students/adults?
- e. How much time do they spend with students? In which environments?
- f. In your experience, what is the best moment you have experienced in youth ministry?
- g. And what has been your moment of greatest challenge or disappointment?
- h. What do you want to be “remembered for” long after you leave a ministry position?
- i. Would you please share your thoughts on the role of parent involvement in a student's spiritual life and how that would possibly play out in your ministry?
- j. List the top three successes you feel you have accomplished in ministry.
- k. What is your experience in assisting youth with the transition from elementary school to middle school and from high school to college?
- l. Describe how you have operated as a team leader, as a team player, also how you have effectively provided vision for a ministry.
- m. What experience have you had in mentoring and training others?
- n. Describe a time when have you implemented a new vision of ministry, and saw it fail and how did you handle the failure and what steps did you take to correct it?

III. Ministry General: Section starts pg. 13

- a. Describe your ministry goals for five years from now.
- b. On days when you want to quit ministry, what aspects of ministry keep you going?
- c. I feel most motivated in ministry when . . .
- d. Briefly describe your leadership training process?
- e. If you were in a full-time ministry position, how many hours would you see as the optimum amount of time to invest in ministry each week?

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- f. Please complete the following sentence: If I were selecting a staff member to complement me in ministry, I would look for someone who has strengths in these three areas:
 - g. Describe your call to youth ministry.
 - h. Please complete the following sentence: As a leader, I believe my three greatest strengths are:
 - i. What do you understand the mission of the church to be--and how do you see yourself involved in that mission now and in the future?
 - j. What does the phrase "mission-driven" youth ministry mean to you?
 - k. Describe how you would prepare and present when teaching.
 - l. How would you propose to recruit lay leaders who will "stick to it" for a long enough time to solidify a ministry?
 - m. How would you implement leadership training / leadership opportunities for lay leadership? Do you have any particular format in mind, (i.e. Purpose Driven Youth Ministry, Youth Specialties, Willow Creek, etc.?) or would you create your own?
 - n. What emphasis should be placed on individual, one-on-one, evangelism?
 - o. Do you favor Outreach "programs?"
 - p. How important do you think corporate prayer is to finding out what God's vision is for a church? How would you go about encouraging our young people, (and the body) in this area?
 - q. How do you think about short-term missions? How, (or would) you implement this?
 - r. What are your thoughts on campus ministry? Do you plan to be personally involved on campus?
 - s. Does your vision account for little or no money within a budget? Would you require a church to financially back your vision?
 - t. What would you be looking for in a Student Ministries Staff member?
 - u. What duties would you want to delegate to your staff?

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IV. Personal: Section starts pg. 17

- a. What is your personal mission statement?
- b. Describe your home life growing up.
- c. If married, describe how your spouse and family support you in your ministry of the church.
- e. What are your spiritual gifts?
- f. What strengths would you bring to our church as youth minister--and where do you see the need for personal growth and/or support.
- g. Briefly describe your core values?
- h. Please briefly describe your conversion.
- i. What practices do you regularly employ to keep your spiritual life healthy?
- j. Are you prepared for a re-location?
- k. How do you enjoy spending your free time?
- l. What good books have you read lately?
- m. Extra curricular activities you've been involved in--in school and/or community? Leadership roles? Special honors or awards you have received?
- n. Name two authors or speakers who have been the greatest influence on you in some aspect of leadership over the past 3-5 years.
- o. Describe the spiritual development of your child.
- p. Your church background--in which churches have you worshiped and served in?
- q. Are you ordained or licensed?
- r. What would, (or do) others say are your strengths and weaknesses?
- s. How do you deal with identified weaknesses? What process do you work through, if any.
- t. How will you rely on the body of Christ to help you succeed in those identified areas?
- u. Do you see yourself as teachable?
- v. How do you react when people criticize you for not meeting their expectations?
- w. What is prayer to you? How would you describe your prayer life?
- x. How do you protect your marriage against infidelity?
- y. Do you currently have someone you are accountable to? Who?

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V. Job related: Section starts pg. 22

- a. What about the Youth Director Job description excites you?
- b. What have you done in past jobs that distinguished you from other employees?
- c. You are going to meet our customers for the first time on the day you are speaking. How will you develop a relationship with them?
- d. How will you adapt to these different people and circumstances?
- e. What did you like best about your last job?
- f. What did you like least about your last job?
- g. Give an example of how you have set yourself apart through your professionalism and/or work ethic in past job environments?
- h. Think of a supervisor you had in the past. Which did you like the best and why?
- i. What supervisor had the management style you did not agree with and why?
- j. What would you do if you found out a coworker was not meeting the company standards set for them?
- k. Why are you leaving your current ministry?
- l. How did you learn about this position?
- m. What motivated you to apply for this position?
- n. What experience can you bring to this position?
- o. If you were offered this position, and you were to accept, within what time frame or upon what date would you be able to start?
- p. What are your long-term vocational and professional objectives?
- q. Describe your ideal work environment.
- r. Do you consider this to be a long-term commitment? After how many years would you feel that you had been faithful to this position, and the call to this position, so that you could freely move to another position within the Church?
- s. How would you see your role within the larger body of the Church?
- t. Do you plan to get more “formal” education?
- u. Describe your attitude when the Senior Pastor has a different vision than yours.
- v. If you were in disagreement with the Board of Elders how would you resolve this to keep unity in the body and to continue to lead?
- w. Who do you think should set the Vision for the church? Explain your understanding of the responsibilities and roles of the Pastoral Staff, Elders, and the congregation (members).
- x. In your opinion, how does the ‘Chain of Command’ work?
- y. What amount of time is proper for being in the office versus off-site?

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- z. How and when would someone get in touch with you if they wanted to?
- aa. Are there situations where you would be purposely unavailable?
- bb. Do you see yourself as a 'workaholic,' or at least as having those tendencies, and, if so, how do you balance the demanding work of a Pastor with equally demanding family needs?
- cc. What part do you see your wife playing in your role as Pastor of Student Ministries?
- dd. How do you think a Youth Pastor's performance should be judged? How do we know whether he is doing a good job?
- ee. Who do you envision yourself being accountable to as a Youth Pastor? What process would you want to see in place to make this happen? At what point would you expect someone to step in and change the direction you are going?
- ff. How do you view yourself in the area of administration?
- gg. How do you feel about being responsible for all three levels of Student Ministries, (Jr. High, High School and College/Career)?

VI. Other: Section starts pg. 26

- a. Performance and speaking background:
- b. Other performing skills e.g. juggling, drama, puppetry etc.
- c. How many friends do you have who are not involved in your ministry and are not Christians?
- d. Name the specific things you have done with seekers outside of a church context over the past three months?
- e. Who is currently a Christian that would say, "If it weren't for him/her, I wouldn't know Christ today?" Please give names.
- f. Who is currently in ministry that would say, "If it weren't for him/her, I wouldn't be in ministry today?" Please give names.
- g. Please complete the following sentence: If time and money were not an issue, I would like to:
- h. If a fellow pastor or church leader came to you for help, what resources would you recommend in the following areas? List up to two resources for each:
 - i. Is there anything further you'd like us to know?
 - j. What are your thoughts about a non-smoking policy?
 - k. What would be your financial goal, annually, on average, in youth ministry
 - l. What is your dream job and why?
 - m. What are your thoughts on Home School students and the "Home School movement?"
 - n. What are your thoughts on "courtship" and/or dating?
 - o. In what general ways do you see yourself getting involved in the community?

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- p. As a Youth Pastor, would you plan to attend meetings with other Youth Pastors in the area?
- q. Do you think that we should participate in events such as the National Day of Prayer or City-wide events with other churches?
- r. What are your attitudes about para-church ministries? (i.e. AWANA, Crisis Pregnancy Center, Salvation Army, Campus Crusade, etc.) How much time and energy do you think the church should invest in these ministries? How do you think we should support those of our members who are involved in them? How much would you personally want to get involved?
- s. Do you have to agree theologically with other churches in order to work together on community projects? (Things like prayer services, Community Sunrise Services, Concert Series, Food for the Hungry, disaster relief, etc.)
- t. How would you (or would you) create an environment or program to meet the needs of the majority of people in our community? How would you motivate our young people, (as well as the congregation) to get involved in this outreach effort? In what ways can church and its community of believers, make a significant contribution to the people in the area?

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VII. Biblical Stance/Doctrinal: Section starts pg. 30

- a. Please explain when divorce and remarriage are Biblically acceptable?
- b. What is your understanding of Scripture as it relates to: (a) life experience, (b) the church's history and (c) one's ability to reason.
- c. What must one do to be "saved?"
- d. What is Grace and how would you explain it to an un-churched 15-year old?
- e. Who is Jesus Christ according to your understanding?
- f. What did His death accomplish?
- g. What is the significance of the resurrection?
- h. Who is the Holy Spirit?
- i. How does a person become a Christian?
- j. How does one "grow in holiness"
- k. What is the significance of baptism?
- l. What is the basis for forgiveness of sins committed after receiving Christ?
- m. What is your understanding of a "calling?" Do you feel "called" to Youth Ministry?
- n. Eternal Security
- o. Church Polity (Church government)
- p. Church Discipline
- q. The Rapture and the Tribulation
- r. The Role of Women in the Church and in Leadership
- s. Miraculous Gifts
- t. Explain your understanding of God as the Trinity
- u. Explain your beliefs about the person and the role of the Holy Spirit and your views on spiritual gifts
- v. What do you believe happens to a person who dies having never heard of the Gospel of Jesus Christ?
- w. What do you believe about heaven?
- x. What do you believe about hell?
- y. What do you believe the Bible teaches about submission to authority?
- z. What is your understanding of the rapture and Second Coming of Christ?
- aa. What do you understand to be the purpose of the Church?
- bb. Describe your understanding of suffering and the sovereignty of God.

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VIII. Questions for my wife: Section starts pg. 36

- a. Briefly share your testimony.
- b. What is your spiritual gift?
- c. What ministries have you been involved with in the past?
- d. Do you think your husband has been called by God to be a Youth Pastor? Why?
- e. How do you see your role in supporting your husband if he becomes the Youth Pastor of our Church? Do you plan to become personally involved in the ministry?
- f. How do you see yourself being involved in other ministries at church if your husband becomes Youth Pastor?
- g. How would you describe the balance your husband demonstrates between family and ministry?
- h. How do you protect your marriage against infidelity?
- i. As his wife, in what areas do you see that your husband could utilize training to become a better Youth Pastor?
- j. Describe your quiet time with the Lord.
- k. Explain your views on women teaching in the church?
- l. Is there any subject you would like to talk about that has not been brought up?

IX. PERSONALITY TEST: Section starts pg. 40

Jung Typology Test

I. Ministry Philosophy:

a. My philosophy of ministry

Is a belief that through providing evangelism, teaching, mentoring and the opportunity to invest in others it is possible to take each young person on a path that leads to a mature and ongoing relationship with Jesus Christ, self-governed through the acquired ability to be led by the Holy Spirit and evidenced by a life of testimony to Christ lived before others. I believe when this is coupled with the opportunity to develop meaningful relationships through the active social aspect of a committed group of like-minded peers, attuned leaders and willing mentors, a young life can be transformed, equipped and guided to a life lived for the sake of Christ.

b. My strategy for accomplishing this philosophy

Begins with an understanding that it is necessary to be able to minister to all stages of growth going on within the youth attendance as well as the ability to provide outreach events and social opportunities that minister to all students at all levels. It is also vital to provide specific teaching and events directed toward those individual areas of growth going on within the group. Using the abilities and spiritual gifts of peers along with mentoring and well trained volunteers many smaller areas of ministry concentration can be incorporated into the whole scope of the ministry. To accomplish any of this, I believe it is priority for the youth pastor, leaders and volunteers to develop a foundation of relationship with the students; one of integrity and transparency and availability. With that in place, authority, trust and accountability will most easily come.

Within this framework, I strive to minister four major aspects of growth in the lives of each young person I am given the responsibility and privilege to influence for Christ. For each young person the first phase is the same. It is to assure that a solid biblical foundation is established in their mind and heart; one that will support all the future teaching, training, and relationships that will come through their participation in the youth ministry of the church and mentoring that will take place throughout the program. This is accomplished through the teaching of the person and divinity of Jesus Christ, the power of His love, the need for Him to shed His blood, and what His love and sacrifice makes available to them. Next, is to provide them with an understanding of the open invitation extended to them to respond to His love and receive His gift of salvation at any time and how they can do that in a personal way.

The second area of growth is one of discipleship and maturing. During this phase the young person works on determining and developing their own spiritual gifts while teaching continues to grow them in knowledge, faith and understanding of Christ's teachings. Focus is on finding good fits where their unique gifts and talents can prosper. During this phase, they also practice developing their personal and intimate relationship with God through the application of Christian disciplines in their life.

The next area I address is one of multiplication. This is where the teaching of "go into all the world and make disciples" is emphasized; beginning with the part of the world they are involved in every day. This is a time for them to reflect on their growth and the changes Christ has made in their life while realizing others need to hear about Christ and have the same opportunity to have the peace, assurance and experience the joy they found

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in their relationship with Him. This is a time when each young person looks for ways to put their own gifts to work for Christ as they determine ways they can evangelize. The fourth area I address in youth ministry is legacy. Here, the young person comes to realize they will be investing in other lives throughout their lifetime in one way or another. Through their involvement in future Christian opportunities, they will have the opportunity to teach and train others who in turn will impact future generations for Christ. This is primarily where work is done with juniors and seniors counseling and supporting them as they make decisions about school, vocation, special callings and other issues they face. If there is a call into the five-fold ministry, beyond the call of every Christian into ministry, this is where that giftedness will likely become evident and special attention can be given to assist them in their preparation to answer that calling. I believe addressing this last area provides the young person an opportunity to enter into the next phase of their life with forethought and assistance as they prepare for that transition.

II. Ministry Experience:

a. Please describe a ministry programs that you were in charge of and the average attendance of those programs.

It was a ministry involving students from birth through high school. The average attendance to programs was 100-125 on a regular basis.

b. How many ministry staff members are you currently leading?

Roughly 45 adult volunteers were involved in carrying out this ministry.

c. How many are paid/volunteer?

It was an entire volunteer staff developed through training and mentoring to hone skills in working with the youth.

d. How many are students/adults?

Besides the 45 adult volunteers, we had a ministry team of 20 young people, 7th -12th grades ages 12-19. Once a student became involved with this opportunity to minister, they tended to stay involved through the entirety of their high school experience program.

e. How much time do they spend with students? In which environments?

Our adult volunteers were assigned a cell group with 7-12 students. They were asked to have weekly contact with their students. In the course of a month they were asked to have at least one face-to-face visit with them as well as several contacts with the student by phone or email. The volunteers also attended ballgames and extra-curricular events that involved the students in their cell group and made home visits. This was primarily carried out at the Jr. and Senior High age level.

f. In your experience, what is the best moment you have experienced in youth ministry?

One of the best moments that I've had in youth ministry is the ability for God to use me as a vessel to bring discipleship to young people. That's what I love to do; to disciple young people and to bring them from the time they involve themselves in the ministry, all the way seeing them through their life's journey, to see them grow day by day in their relationship with Jesus Christ and to hunger and thirst after God's plan for their life.

g. And what has been your moment of greatest challenge or disappointment?

The challenges or disappointments that I have faced have been when I've been in a position where the church that I am serving in doesn't necessarily line up with the concept that young people can reach out and that they can minister to others and become involved in ministry. These churches have wanted me to entertain them or be in the "status quo". Being in that particular situation, I know that God has brought me there for a purpose, having all the frustrations that come along with not being in a church that is not mission minded as in the holistic mission and just desiring to minister in accordance with that. It's rather frustrating when you don't have the freedom to do that.

h. What do you want to be "remembered for" long after you leave a ministry position?

I want to be remembered for faithfulness, for being someone who God used to disciple people and to train people up to minister to broken hearts and to be used by God to bring life into lifeless situations; to bring hope into situations and circumstances.

i. Would you please share your thoughts on the role of parent involvement in a student's spiritual life and how that would possibly play out in your ministry?

I feel that parents are a vital piece of the foundation of effective student ministry. I believe that parents need to be a part of every aspect of a young person's life, but especially when it comes to a young person exploring and understanding their relationship with God. In the ideal situation this is most effectively done in the home by the parents who teach by their example. Understandably, that is not always the case in many young people's lives. In the best scenario, ministry of the church is shoring up what is taught and lived out at home and provides extended teaching and study. However, in some cases, the church is the only source of spiritual training some young people will receive. In this scenario, the youth ministry program not only offers teaching but also must assume the responsibility of mentoring that spiritual aspect of living for Christ for that student.

One way of doing that is to involve parents of other young people in the ministry program, not only to assist but also to be role models for those who may not have one at home. In my past ministry experience, I've always strived to have a lot of parent involvement, including parent input into the program and parents being hands on volunteers in the program. Not only those who want to be participating actively as leaders in the program, but making opportunities available for those who just want to help out by doing simple things like setting up chairs, sending food, or hosting an event in their home. I always strive to have significant involvement that would include having

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them on leadership teams and by giving them opportunity them to play an important vital role in making decisions to the direction of the ministry under me and the pastors leadership. Parents bring insight and direction to the ministry that I, not being a parent of a teenager, may not understand from their perspective. The only concern that I have is that before I involve a parent in direct contact with their child in a role of traditional spiritual leadership, I first make sure that the parent understands that they are there as a spiritual leader, not necessarily as their child's parent. And I make sure the student is comfortable with their parent being involved. If they aren't, then I will use that parent in a more non-threatening role in the program. I want the student to feel like this is their program and to take ownership in it. I want them to be comfortable and able to share without feeling like "mom and dad" are around. I also want the parents to feel like they have the privilege / right and responsibility to be in the program as well and to take ownership in it, too.

j. List the top three successes you feel you have accomplished in ministry.

1. The shepherding and discipleship of countless young people
2. My faithful service in ministry for almost 20 years now
3. The way I strive for transparency and excellence in ministry

k. What is your experience in assisting youth with the transition from elementary school to middle school and from high school to college?

I have extensive experience in this are, my philosophy regarding it is as follows: The move from youth program to youth program is a significant change in the lives of adolescents and young adults. The chance for emotional distress, drop out, and a variety of problem behaviors escalate after this transition. But with some preventive intervention aimed at reducing problems associated with entry into a new group such as having transition events, making sure leadership is involved in both groups and dealing with a students' perceptions of the transition directly and my having planed discussion regarding the issues. If these steps are followed the thought of transition and the transition it self will be easier.

l. Describe how you have operated as a team leader, as a team player, also how you have effectively provided vision for a ministry.

All of my ministry positions have been in a team atmosphere. I sometimes like to work on my own, but I do work well on a team. As a team leader I have had the opportunity to organize the team build unity, develop relationships of integrity, being the constant encourager and by making good fits use of the persons giftedness for the different roles in youth ministry. With the vision that was either set forth by the church leadership, or by what vision God gave to me, I was able to effectively put that vision into action. By always reminding the team of the vision that was set before us.

m. What experience have you had in mentoring and training others?

My experience in this area is two fold .Training in youth team leadership, I strive to educate the staff in effective ways to minister to young people by not just workshop study, but by leading and training by example. The other would be considered mentoring /discipleship that's what I love to do; to disciple young people and to bring them from the time they involve themselves in the ministry, all the way seeing them through their life's journey, to see them grow day by day in their relationship with Jesus Christ and to hunger and thirst after God's plan for their life by immersing myself in their lives and allowing the holy spirit to use me to inspire them in their walk.

n. Describe a time when have you implemented a new vision of ministry, and saw it fail and how did you handle the failure and what steps did you take to correct it?

It's hard to pinpoint one particular time where you've not seen the results that you believe God wanted to do within a particular situation. If things aren't going according to the plans that you've laid out, you go back to the Author of the plan, which is God, and ask Him to clearly direct you where you made a misstep.

III. Ministry General:

a. Describe your ministry goals for five years from now.

I want to be in a place where I am established, growing, and seeing fruit in my ministry. By not only the youth ministry reaching the un-churched in our community, but by developing leadership, discipling others, building relationships of integrity, and seeing the young people actively involved in the ministry themselves.

b. On days when you want to quit ministry, what aspects of ministry keep you going?

The fact that I know that I am called into youth ministry by God is by far the main thing that keeps me going. I know that youth ministry is what I am created to do. By surrounding myself with a leadership team that is focused not only on developing the young people that we minister to, but also through inspiring one another and by seeing the fruit of my ministry, and the radical changes in the lives of the young people that I minister to.

c. I feel most motivated in ministry when . . .

When I have heard the voice of God, I know that I've heard it and I'm in the process of implementing whatever plan He has for reaching the lives of young people. When I'm surrounded by a quality team with the same vision, desire and goals to reach the young people that God has given us to minister to helps motivate me as well.

d. Briefly describe your leadership training process?

The training began with organized training manual type material that provided a good basic understanding of youth ministry concerning the role and responsibilities of a youth leader. After this first phase of training the volunteers were paired with already established leadership in the ministry for a period of mentoring then once successfully evaluated, they were given their own group of students to mentor.

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e. If you were in a full-time ministry position, how many hours would you see as the optimum amount of time to invest in ministry each week?

The optimum time is hard to qualify due to the nature of youth ministry, someday are more involved than others, counseling situations may come up a 2am in the morning, who knows.... But giving 40 a week is what I would consider the average.

f. Please complete the following sentence: If I were selecting a staff member to complement me in ministry, I would look for someone who has strengths in these three areas:

1. Entrepreneur spirit
2. Very strong evangelistic spirit
3. A musically inclined worshiper

g. Describe your call to youth ministry.

I would describe my call into youth ministry as a journey. From the time I accepted the Lord at age 8 until today, God has been working in my life. He has been training me, leading me, guiding and directing me towards what He has for my life. Since I was a junior in high school, I was certain that God had called me into youth ministry. From that point until now, I have allowed myself to become a teachable vessel, to be taught by those around me, to be taught by the leadership in the churches that I have had the privilege to work in. I have been taught by the spirit of God to minister effectively to young people. Teenagers and junior high students just excite me. Working with them and building relationships of integrity is what I get excited about.

h. Please complete the following sentence: As a leader, I believe my three greatest strengths are:

1. My willingness to listen
2. My giftedness in administration
3. My desire to disciple

i. What do you understand the mission of the church to be--and how do you see yourself involved in that mission now and in the future?

The general mission of the church is to reach the lost, to make disciple and follow after God's heart.

j. What does the phrase "mission-driven" youth ministry mean to you?

The word of God talks about how He desires for all of us to become involved in ministry, not just adults. Mission driven youth ministry means to me that every man, woman, and child is involved in the ministry, learning to operate as an ambassador of Jesus Christ. They learn to have a mindset that it's not about what their felt needs or desires might be, but what God wants to do in and through them to minister to a lost world. Having that kind of a mindset is what it means to me to be mission driven.

k. Describe how you would prepare and present when teaching.

In preparation for a message or teaching, I first want to take into consideration the direction the church is headed in. Is there a thematic direction they are moving in or message that the leadership in the church wants to get across. I believe that ministry is most effective when you are teaching the same message at every level to every group or audience. Once I made the determination if that is the direction I would go, I would begin to pray and invite the Spirit of God to direct me through my time of preparation and teaching, that His will would be done and not my own, that he would give me the right words to say. Through that whole process, I would pray that God would be glorified. I would then go into my actual time of preparation by looking at the scriptures as they are relevant to the topic we are discussing. I would also look at how that topic relates to youth culture and what resources are available within the culture to be able to drive home the point of the topic. You have to use every tool that is available to you in order to effectively minister the Gospel to young people and to be able to reach them on the level they are at. Personal preparation would be done by spending time in prayer and fasting. Whenever the opportunity arises, I really like to have the opportunity to just focus on what the Lord wants to say. I want to be in season and out of season through having that time of prayer and fasting. Then you're ready to go, you're spiritually prepared, you're focused, you have your topic in order and then you are able to minister effectively in any given situation.

l. How would you propose to recruit lay leaders who will "stick to it" for a long enough time to solidify a ministry?

When training a youth team leadership, I strive to educate the staff in effective ways to minister to young people by not just workshop study, but by leading and training by example. The other would be considered mentoring /discipleship that's what I love to do; to disciple young people and to bring them from the time they involve themselves in the ministry, all the way seeing them through their life's journey, to see them grow day by day in their relationship with Jesus Christ and to hunger and thirst after God's plan for their life by immersing myself in their lives and allowing the holy spirit to use me to inspire them in their walk.

The training begins with organized training manual type material that provided a good basic understanding of youth ministry concerning the role and responsibilities of a youth leader. After this first phase of training the volunteers were paired with already established leadership in the ministry for a period of mentoring then once successfully evaluated, they were given their own group of students to mentor

m. How would you implement leadership training / leadership opportunities for lay leadership? Do you have any particular format in mind, (i.e. Purpose Driven Youth Ministry, Youth Specialties, Willow Creek, etc.?) or would you create your own?

Lay leaders cannot be effective in Youth Ministry unless they are well trained. I believe it is important to give them every opportunity possible to develop their skills and bring their giftedness to the surface. I believe that there are good instructional insights from all of the aforementioned youth ministry training formats. My perfect scenario would be to take pieces from all of them and provide training opportunities where all of the central core values would be examined.

n. What emphasis should be placed on individual, one-on-one, evangelism?

Discipleship plays a crucial role in developing one's spiritual maturity. It truly needs to be the focal point of a successful ministry.

o. Do you favor Outreach "programs?"

Yes. That is how you are actively able to reach those who are seeking a relationship with God and to attract people to your program who might not come to a traditional service.

p. How important do you think corporate prayer is to finding out what God's vision is for a church? How would you go about encouraging our young people, (and the body) in this area?

Corporate prayer is important because it allows the body of Christ to be of like mind and heart and in vision. I would encourage the youth to participate in any corporate prayer events that it sponsors, as well as, that would be a regular occurrence in our regular youth program.

q. How do you think about short-term missions? How, (or would) you implement this?

I believe that missions is an important part of a vital youth ministry. Local, regional, national, and international missions opportunities should be a part of any effective youth ministry program. The Word clearly states that it is our responsibility to go into all the world and share the Good News. I would provide opportunities for all levels of mission and service projects. It would become part of the regular youth calendar.

r. What are your thoughts on campus ministry? Do you plan to be personally involved on campus?

Yes, campus ministry is very important in evangelism and reaching out to those who don't currently have a relationship with the Lord or who have grown dormant in their relationship. This is where you grow relationships of integrity that will lead a young person to your youth program.

s. Does your vision account for little or no money within a budget? Would you require a church to financially back your vision?

My vision of youth ministry isn't something that a monetary value can be placed upon. The goals, directions, and desires that I have seeing young people being transformed and developing an intimate relationship with the Lord, a price tag cannot be put on. But the reality of the culture that we live in today, effective ministry takes money. It is the church's responsibility to plan and help strategize where those funds will come from.

t. What would you be looking for in a Student Ministries Staff member?

Someone who would share the vision of the program, a hard worker and someone who was willing to submit to the decisions that the leadership made. Someone who is educated and has a heart for young people.

u. What duties would you want to delegate to your staff?

That would be on a case by case basis. First and foremost, it would be the responsibility of all the staff to develop transparency and relationships with the young people.

IV. Personal:

a. What is your personal mission statement?

My personal mission is to glorify and enjoy God by knowing and serving Jesus Christ, by living in right relationship with myself, my family, and those near me, and by using God's gifts to me for nurturing. My personal mission is based primarily out of an overflow of my personal relationship with the Lord and biblical understanding. All ministries must start with an individual's personal journey. An outflow of this in my case would be core values of integrity, transparency, character and a defining sense of morality.

b. Describe your home life growing up.

My dad was a military guy who even, when my parents were married, wasn't around much and until recently wasn't involved in my life at all. My mom as a single mother had to work a lot but always had time to surround me with love and an understanding later in life, the love of Christ. My grandparents were also very instrumental in my formative years as they cared for me often when my mom was at work. The Christian environment that I grew up in is why I'm in ministry today.

c. If married, describe how your spouse and family support you in your ministry of the church.

I am married to my wife, Michelle, of 8 years. We have a 6 year old son, Griffin. Michelle has always been supportive of my ministry. In my past ministries, she has been involved at different levels. We have worked closely in planning, organizing and implementing youth programs. She is a teacher and I have been blessed with her ability to help me write curriculum, as well as, work with the kids one-on-one. She has great ideas and helps me with some of the event planning. She has always been great at spending time with the girls and she has a passion for youth and building relationships with them. She is comfortable with working in the background, being involved 100%, or just supporting me from the sidelines.

d. How would you describe your spiritual growth in the last two years?

It has been steady, even though I've had trials. I ultimately stay focused on the goal by serving and being pleasing to Him. He has taught me the importance of patience, not just waiting for His word, but also to wait for His hand of provision. He is establishing in me great roots of faith in His ability to lead, to comfort, and provide.

e. What are your spiritual gifts?

My spiritual gifts include: administration, pastoral heart, leadership, evangelism with an insight in counseling and prophetic ministry. As with all spiritual gifts, they are used with the guidance and direction of the Holy Spirit. Practically, though, all the gifts are effective in youth ministry due to the complexity and challenges that a youth minister faces in dealing with young people today. For example, a pastor's heart shows compassion, the gift of administration and leadership are necessary in leading and directing a youth team, the gift of evangelism is necessary in order to reach the un-churched and to minister in issues of challenging growth to those already established in the program, and a prophetic insight is a necessary part of effective, spirit-led counseling.

f. What strengths would you bring to our church as youth minister--and where do you see the need for personal growth and/or support.

Strength

I will bring a variety and extent of my experiences. In having directed, trained, taught, preached, spoken to large gathering and small groups, counseled, created and implemented ideas and programs and worked with youth of all ages I have learned as much as I have taught. I have experienced and learned the value of both ministering as part of team as well as initiating programs on my own. I have listened and learned the heartaches and difficulties facing families as I worked with parents to strengthen the family unit and young people to improve their relationship with parents and siblings. I have occupied the pulpit for Sunday services, performed weddings and officiated at funerals seeing both the good and hard side of ministry. I have learned the importance of agreement in vision and submission to authority in ministry as well as the heavy responsibilities and accountability that accompany the office of pastor and teacher. Believing, salvation is available to all who receive the teaching of forgiveness through the shed blood of Jesus Christ with a willingness to apply this in a personal way while seeking God's forgiveness for sin, restores fellowship with God, and has allowed me to participate in ministry across likeminded denominations in many meaningful ways over the years.

Need for personal growth and/or support

My need for personal growth and support would be that sometimes I get to anxious or I want to press in and get ahead of God. I don't like waiting. I don't like waiting on people, I don't like waiting on God in any given situation. I want to experience instant gratification in my life and even through this process of seeking the next place of where the Lord will plant my family in ministry, the Lord has been teaching me that often times the most effective thing I can do is just wait on Him and allow Him to show me the next step rather than always trying to push the envelope or to move forward. Often times you just need to wait. That is what He's been teaching me.

Questions That Deserve Answers

g. Briefly describe your core values?

My core value system is based primarily out of an overflow of my personal relationship with the Lord and biblical understanding. All ministries must start with an individual's personal journey. An outflow of this in my case would be core values of integrity, transparency, character and a defining sense of morality.

h. Please briefly describe your conversion.

It was at the age of 8 that I made the decision to accept the Lord into my life as my savior. My growth, spiritually, from there was one that was typical of an early adolescent through the ups and downs of late childhood until I reached my 9th grade year. It was through my freshman and sophomore years that I deepened my relationship with God and allowed him to completely reign in my life. My junior year I made the decision to accept the call of ministry on my life. Throughout the latter part of my high school years, my college years, as well as when I first got out of college, my focus was singular in that I desired God to minister to me to teach me how to minister to other people. That was really my focus. There were several experiences during that period of time; seeing the faithfulness of God, seeing his hand on my life, seeing the fact that the more I allowed God to have complete control of my life, the more smoothly things went in my life, not that everything was a bed of roses, but that I could feel the spirit of God leading and directing me through the different areas in my life. My spiritual journey would be summed up as this: as I release control of circumstance in my life to God and allow him to have complete control, I am filled daily with more of an understanding and the sense of confidence that God is truly in control, not only of circumstances, but in control of the journey of my spiritual life as a whole.

i. What practices do you regularly employ to keep your spiritual life healthy?

Personal spiritual preparation would be done by spending time in the word, prayer and fasting. Whenever the opportunity arises, I really like to have the opportunity to just focus on what the Lord wants to say. I want to be in season and out of season through daily having that time of scripture, prayer and sometimes fasting. Then I'm ready to go, I'm spiritually prepared, I'm focused, and I'm able to minister effectively in any given situation.

j. Are you prepared for a re-location?

Relocating to a new area would not be a problem. If this is where God has called us to be and the direction He has for us, we will follow after God and not worry about a lot of the other things. His provision is greater than all of that.

k. How do you enjoy spending your free time?

I enjoy some of the simpler things. I like watching television, I like spending time with my wife and son, I enjoy listening to music and spending time listening to audio books and teaching tapes to relax. I also enjoy computer programming and biography studies.

l. What good books have you read lately?

Velvet Elvis – Rob Bell

Ultimate CORE: Church on the Radical Edge - Winkie Pratney

Reposition Yourself: Living Life without Limits – T.D. Jakes

m. Extra curricular activities you've been involved in--in school and/or community? Leadership roles? Special honors or awards you have received?

Cedar Grove Recreation Youth Advisory Board member, Senate appointment for the Indiana Youth Suicide Prevention Advisory Council, Indiana Hospice and Palliative Care Organization Policy Development and Advisory Board member, Governor appointment for the Indiana Youth Abstinence Advisory Council, Nation Network of Youth Ministers

n. Name two authors or speakers who have been the greatest influence on you in some aspect of leadership over the past 3-5 years.

1. Rob Bell
2. Doug Fields

o. Describe the spiritual development of your child.

Griffin is 6 years old and very aware of who God is and what he means to us. He is familiar with many of the Bible stories and can tell you about them. He is curious about God and Jesus and asks questions often. He knows what prayer is and is the first to say we should pray about a situation. He starts every morning with a prayer on his way to school and ends most days with a bible story and prayer.

p. Your church background--in which churches have you worshiped and served in?

Once again, believing, salvation is available to all who receive the teaching of forgiveness through the shed blood of Jesus Christ with a willingness to apply this in a personal way while seeking God's forgiveness for sin, restores fellowship with God, and has allowed me to participate in ministry across likeminded denominations in many meaningful ways over the years. I have served in:

General Baptist

Methodist

Free Methodist

Christian Church

Charismatic

Pentecostal

United Church of Christ

Non -Denominational

Presbyterian

American Baptist

q. Are you ordained or licensed?

Yes. I am ordained with a local governing body by the name of Gethsemane Temple. It is part of the national organization of churches through RHEMA Ministerial Association International (RMAI). My ordination took place on March 5, 1995. Besides that ordination, I have held ministerial privileges with several other denominations.

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r. What would, (or do) others say are your strengths and weaknesses?

I think they would concur with what I have stated are my strengths and weaknesses. I developed those strengths and weaknesses by talking with those people who are closest to me.

s. How do you deal with identified weaknesses? What process do you work through, if any.

I focus on them and allow the Lord to speak to me in ways that I can improve upon those issues.

t. How will you rely on the body of Christ to help you succeed in those identified areas?

I believe that it is important that we realize that we are all one body of believers and if God has called us together as a family in Christ, then we need to be transparent and open with those weaknesses, allowing those in the body to minister to us in regards to them.

u. Do you see yourself as teachable?

Yes.

v. How do you react when people criticize you for not meeting their expectations?

In ministry, you have to have an understanding that all people are in a process of growth in their personal relationships with the Lord. Although criticism can be harsh, and no one likes to receive criticism, you take the valid points from it and you allow God's mercy and love to shadow over the rest.

w. What is prayer to you? How would you describe your prayer life?

Prayer is simply communication with God. My prayer life has a foundation for how I make all decisions in my life.

x. How do you protect your marriage against infidelity?

I communicate with my wife and I try to not allow myself to be put in a situation where I am alone with another female. If there is ever a time when I need to meet with another female, then I try to make that meeting when other people are going to be around. I also have individuals in my life who provide me with accountability in this area.

y. Do you currently have someone you are accountable to? Who?

Yes. I have several people in my life who hold me accountable. My best friend, Dan: a gentleman from my small group, Mike; and another pastor friend of mine, Len.

V. Job related:

a. What about the Youth Director Job description excites you?

From what I've been able to gather from your website is that your churches focus is evangelism. In your mission statement you talk about being evangelistic. That's something we don't see enough of in churches today. Churches that have a heart for evangelism and to be mission minded in all that they do. It looks like your church is multi-cultural. I like the way the church leadership is divided and the statements you have on your website about how the leadership is devised at the church are good. As far as the youth directors job as a whole...my goal is to really pour out my heart into the lives of young people and really see the spirit of God change their lives for the better and to be a vessel that God can use in that process. I believe that your youth ministry, because your church has a vision and direction that is close to my heart, will thrive and prosper because the church is headed in the right direction because of the leadership.

b. What have you done in past jobs that distinguished you from other employees?

I believe, since I worked in the corporate world, as well as in church ministry, my compassion and integrity set me apart from several of those that I've worked with. Not that they haven't possessed those talents, but the level of commitment to them was sometimes lacking.

c. You are going to meet our church family for the first time on the day you are speaking. How will you develop a relationship with them?

In building a repoire, I believe it is necessary to be transparent and to take a real heartfelt interest in those whom you are ministering to. Once they see evidence of this, you typically win them over. In working for us you will encounter a variety of different personality types in different situations.

d. How will you adapt to these different people and circumstances?

By reading their personalities and ministering to them where they are. For example, someone who is high strung, you would need to give them the facts and only the facts to work effectively with them.

e. What did you like best about your last job?

The ability to really minister to the people by meeting their felt needs and the relationships that I built with the personnel I worked with.

f. What did you like least about your last job? The slow pace of the position and I was impatient with the bureaucracy of the Medicare system.

g. Give an example of how you have set yourself apart through your professionalism and/or work ethic in past job environments?

I worked long hours, sometimes 70+ per week, to finish projects ahead of schedule. I'm very driven in a work environment.

h. Think of a supervisor you had in the past. Which did you like the best and why?

Their integrity, because it's a biblical principle.

Questions That Deserve Answers

i. What supervisor had the management style you did not agree with and why?

Their lack of integrity in what they said and how they treated employees.

j. What would you do if you found out a coworker was not meeting the company standards set for them?

I would go to the coworker directly and approach the subject.

Hopefully that would correct the situation. If it didn't, I would approach management and hopefully meet in conjunction with them and the employee to resolve the issue.

k. Why are you leaving your current ministry?

I have recently taken a short hiatus from institutional employment and ministry to work with young people in private counseling and discipleship while I sought the Lord's direction for my own life. After this time of prayer, study and waiting on God, I am now persuaded by the Holy Spirit that it is time to return to my call and passion, Youth Ministry.

l. How did you learn about this position?

Through a job listing which was posted on a church staffing employment website

m. What motivated you to apply for this position?

Right now, my heart sees such a need to provide young people with the truth of the Gospel, a compass to steer them through the difficult choices society throws at them, and the need for a place to regroup and recharge in an atmosphere of safety and love when the going gets too tough to handle. I see a need that goes beyond the evangelizing of youth because in our world it is necessary to be mature in Christ in order to have the strength and confidence to face the secular onslaught that attacks from every direction. I see a need for young people to have the opportunity to develop Christian relationships and have like-minded peers around to be supportive and encouraging. I see a need for discipleship and mentoring to set an example to follow. Possibly most important, I see a need for the family as a whole to be drawn closer together in their relationship to one another and to look to the Word of God and the teachings of Christian values to guide their decision making and activities. I also believe from a somewhat comprehensive look at your church through the website, that your church is a vehicle of change in your community, and I believe that, given the right leadership, your youth program can also effectively minister to the lost and hurting students in your community, region, or quite possibly, the world.

n. What experience can you bring to this position?

I will bring a variety and extent of my experiences. In having directed, trained, taught, preached, spoken to large gatherings and small groups, counseled, created and implemented ideas and programs and worked with youth of all ages I have learned as much as I have taught. I have experienced and learned the value of both ministering as part of a team as well as initiating programs on my own. I have listened and learned the heartaches and difficulties facing families as I worked with parents to strengthen the family unit and young people to improve their relationship with parents and siblings. I have occupied the pulpit for Sunday services, performed weddings and officiated at

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funerals seeing both the good and hard side of ministry. I have learned the importance of agreement in vision and submission to authority in ministry as well as the heavy responsibilities and accountability that accompany the office of pastor and teacher. Believing salvation is available to all who receive the teaching of forgiveness through the shed blood of Jesus Christ with a willingness to apply this in a personal way while seeking God's forgiveness for sin, restores fellowship with God, and has allowed me to participate in ministry across likeminded denominations in many meaningful ways over the years.

o. If you were offered this position, and you were to accept, within what time frame or upon what date would you be able to start?

Within 1 to 2 months... time enough to settle personal matters and effects at current residence.

p. What are your long-term vocational and professional objectives?

Vocationally - to assimilate authentic disciples into full participation in the life of the community of faith and the church.

Professionally – to take classes, read books and attend training seminars to stay on the cutting edge of youth ministry

q. Describe your ideal work environment.

The ideal job consists of a workplace where I can grow not only faith, professionally but also intellectually, where my own ideas and spiritual condition are important and received. A place where my experience, innovative ideas and knowledge acquired in the past are an asset, where passion and work ethic are appreciated, a place where I have economic stability and security for my family within the organization.

r. Do you consider this to be a long-term commitment? After how many years would you feel that you had been faithful to this position, and the call to this position, so that you could freely move to another position within the Church?

Yes. It is not my desire to move from one position to another, but rather to hear and lead according to what the Spirit of God is telling me to do. This cannot be quantified by time, but it is rather an understanding and a determination to fulfill the will of God in one's life.

s. How would you see your role within the larger body of the Church?

I would be there as an encourager, as a support to the Senior Pastor, and to offer my years of experience in adolescent growth and development to the body of believers at large.

t. Do you plan to get more "formal" education?

No, not at this time. Although, I will be constantly looking for ways to sharpen my skills and abilities as a youth minister through a variety of programs that are put out by well-established youth organizations. Learning is a constant process.

u. Describe your attitude when the Senior Pastor has a different vision than yours.

He is the spiritual leader of the church and it is my responsibility to submit to him.

Questions That Deserve Answers

v. If you were in disagreement with the Board of Elders how would you resolve this to keep unity in the body and to continue to lead?

Here again, it is my responsibility to be an under-shepherd to the leadership of the church and to carry out their vision. My responsibility would be to pray and ask the Lord to help me do this with integrity and to change my heart in areas that I feel there may be conflict.

w. Who do you think should set the Vision for the church? Explain your understanding of the responsibilities and roles of the Pastoral Staff, Elders, and the congregation (members).

The pastor and the church leadership should set the vision of the church. It is the congregation's responsibility to get behind that vision.

x. In your opinion, how does the 'Chain of Command' work?

God speaks, the pastor and church leadership hears and interprets that, and then it is handed down to those of us who have submitted ourselves to the leadership of the church to carry out the vision.

y. What amount of time is proper for being in the office versus off-site?

Each situation is uniquely different. It can not be quantified in terms of time. If you want effective campus ministry to happen, then you need to be on campus. This needs to be in conjunction with the approval of church leadership.

z. How and when would someone get in touch with you if they wanted to?

My cell phone is always a means of direct communication with me.

aa. Are there situations where you would be purposely unavailable?

In an instance when I would be out of town with my family, I would make arrangements for my calls to be directed to another person on the youth ministry team. I would let that person make the call as to whether or not I need to be contacted.

bb. Do you see yourself as a 'workaholic,' or at least as having those tendencies, and, if so, how do you balance the demanding work of a Pastor with equally demanding family needs?

Yes, I do see myself as a workaholic and that is an area where I need improvement in. I hope that I would be working with a church staff who would see this as a weakness that I have and hold me accountable to make sure that I have adequate balance in my life.

cc. What part do you see your wife playing in your role as Pastor of Student Ministries?

I feel that she is a vital part of the youth ministry team. I want her to be involved as much as she wants to be involved. I know she enjoys building relationships with the girls and she enjoys having the kids over to the house anytime.

dd. How do you think a Youth Pastor's performance should be judged? How do we know whether he is doing a good job?

Not purely on numbers, but numbers are important, how the spiritual development/maturity of the students is growing, how well his leadership skills are and how well the ministry team works together are just a few examples.

ee. Who do you envision yourself being accountable to as a Youth Pastor? What process would you want to see in place to make this happen? At what point would you expect someone to step in and change the direction you are going?

I would envision my accountability to be overseen by a chairperson on the youth team. I would develop a team of volunteers who would meet with me weekly and discuss plans for the program. The chairperson would hold me accountable and evaluate my job performance and then report that to the Elder's/Pastor. At the point I wasn't going in the direction that the pastor and leadership team had set forth would be when I would expect someone to step in.

ff. How do you view yourself in the area of administration?

I feel that I am very strong in this area. I know that it is one of my gifts.

gg. How do you feel about being responsible for all three levels of Student Ministries, (Jr. High, High School and College/Career)?

I feel confident in the fact that I could manage this responsibility. I would have volunteers who specifically worked within these groups of students, and I would oversee them.

VI. Other:

a. Performance and speaking background: Please see website www.timbowling.org for a copy of the youth outreach brochure, which was a speaker-service bureau that I operated for several years. I have spoken to groups of 10 to 10,000 in collaboration with the governor's office in my state. I specialized, among other things, in reaching K-8 students with character education and character development.

b. Other performing skills e.g. juggling, drama, puppetry etc.

I have a background in drama performance and had several puppet teams that I have worked with and managed within the church. I was also a member of a Christian rap group. **Camping-** Been involved for several years in an inner city camp ministry, also have done several camp-outs for kids as we attended Christian music festivals.

c. How many friends do you have who are not involved in your ministry and aren't Christians?

Mainly I have 4 friends that have not made decisions for Christ, then of course there are many more that are acquaintances that our unchurched that I'm working on and if given the right holy spirit inspired circumstances I would share the truth with.

Questions That Deserve Answers

d. Name the specific things you have done with seekers outside of a church context over the past three months?

1. Gone out to eat with them
2. Gone to Birthday parties and other family functions
3. Helped them move

*** The premise of the next two questions I feel is a bit presumptuous in that it is my belief that the Holy Spirit does the calling into each of these responses and if I am attuned to His leading the Holy Spirit merely uses as a facilitator and a mouth piece to do His work.*

e. Who is currently a Christian that would say, “If it weren’t for him/her, I wouldn’t know Christ today?” Please give names.

1. Andy Boxell
2. Dustin Krantz
3. Josh Hammond

f. Who is currently in ministry that would say, “If it weren’t for him/her, I wouldn’t be in ministry today?” Please give names.

1. Becky Hogan
2. Dustin Krantz
3. Josh Hammond

g. Please complete the following sentence: If time and money were not an issue, I would like to:

Work full time with disadvantaged youth in the inner-city.

h. If a fellow pastor or church leader came to you for help, what resources would you recommend in the following areas? List up to two resources for each:

Developing Your Leadership Potential

Courageous Leadership - Hybels

The 17 Indisputable Laws of Teamwork – Maxwell

Building Other Leaders

Doing Church as a Team - Wayne Cordeiro

Christ-Based Leadership - David Stark

Identifying and Using People’s Spiritual Gifts

Discovering Your Spiritual Gifts - J.E. O’Day

What’s So Spiritual About Your Gifts? – Blackaby

Making Worship more Culturally Relevant

The Unquenchable Worshipper- Matt Redman

Inside Out Worship- Matt Redman

Disciple-making

The Disciple Making Church - Glenn McDonald

Growing True Disciples - George Barna

Using Small Groups Effectively

Creating Community - Andy Stanley

Small Group Strategies - Laurie Polich

Questions That Deserve Answers

i. Is there anything further you'd like us to know?

I am just making all parties aware that I am actively pursuing employment at this time and am willing to work with whatever the churches time line requires. Unfortunately salary is a necessary concern, I feel that most churches are offering an adequate package, but I also believe that extensive experience should be compensated within that package. This as in all things, are ultimately under the guise of the direction of the Lord. I believe that if this is the right church for my family, that we can come to an agreement on what is necessary for my family and I to invest in your church, as well as help advance the kingdom in your area as a whole.

j. What are your thoughts about a non-smoking policy?

I believe that this issue is addressed, as all things are addressed, in Holy Scriptures. In 1 Corinthians 6:19-20 the word of God talks about how our body is a temple and if we corrupt that temple, then we have fallen short of what God desires for our life. This is my biblical stance on the issue of smoking. But, with that in mind, our spiritual journey and maturing is a process. In other words, it is our responsibility to be vessels that God can use to bring someone to Christ. It is his responsibility, by the conviction of the Holy Spirit, and by good biblical teaching, to change the hearts and minds, ultimately, the actions of young in faith believers. My policy would be to preach the word effectively, talking about what the word of God says against all bad habits, not just smoking, allow the spirit of God to use it to reach and convict against that bad habit. In the meantime, love on the person by not chastising them, but I would have a "0" tolerance policy against smoking on church property or at youth events if that was in accordance with the wishes of the church leadership.

k. What would be your financial goal, annually, on average, in youth ministry for the 1st year?

Negotiated with committee at time of hire, commensurate with skills and years of experience.

3rd and 5th year?

Each year a 5-7% cost of living increase subject to church's financial situation.

l. What is your dream job and why?

Youth Ministry, because it is what I am called, formed and made to do... it's my purpose in life

m. What are your thoughts on Home School students and the "Home School movement?"

Home schoolers need just as much attention and direction as those in a campus environment. In previous ministries, I have had home-schooler only events in which we focused on some of the challenges and rewards that the home-schooling environment provides.

n. What are your thoughts on “courtship” and/or dating?

I think it is best to “group date” and to teach young people the importance of developing relationships within the confines of the church where there is a sense of moral clarity and a like mindedness in vision and in purpose. Courtship is something that needs to happen when two individuals feel that it is the Lord who is leading them into marriage and would be best served by submitting themselves to a mentor couple.

o. In what general ways do you see yourself getting involved in the community?

I can see myself getting involved in the community by fellowshipping with other youth pastors in the area and being visible to the community.

p. As a Youth Pastor, would you plan to attend meetings with other Youth Pastors in the area?

Yes.

q. Do you think that we should participate in events such as the National Day of Prayer or City-wide events with other churches?

Sure.

r. What are your attitudes about para-church ministries? (i.e. AWANA, Crisis Pregnancy Center, Salvation Army, Campus Crusade, etc.) How much time and energy do you think the church should invest in these ministries? How do you think we should support those of our members who are involved in them? How much would you personally want to get involved?

I think those groups are wonderful and they add to the fullness to the body of Christ. I would look to my leadership to get direction on how much time I should invest and how much, personally, I would get involved.

s. Do you have to agree theologically with other churches in order to work together on community projects? (Things like prayer services, Community Sunrise Services, Concert Series, Food for the Hungry, disaster relief, etc.)

Yes and no. I would not share a prayer service or community sunrise service with someone of a Muslim or non-Christ-centered denomination. I would say yes to community service outreaches such as concerts, Food for the Hungry, and disaster relief.

t. How would you (or would you) create an environment or program to meet the needs of the majority of people in our community? How would you motivate our young people, (as well as the congregation) to get involved in this outreach effort? In what ways can church and its community of believers, make a significant contribution to the people in the area?

Diversity in the body of Christ is something that needs to be embraced and God has called us to reach all socio-ethnic and economic groups within our community. Our outreach programs would take this into account and would be very diversified in action. I would encourage the congregation, under the auspices of church leadership, to become involved in such outreach events.

VII. Biblical Stance/Doctrinal:

a. Please explain when divorce and remarriage are Biblically acceptable?

Divorce

A spouse is guilty of sexual immorality.

A spouse is guilty of abuse.

An unbelieving spouse abandons the marriage

Remarriage

A believer whose spouse is deceased is free to remarry

A believer who is divorced for biblically acceptable reasons is free to remarry

b. What is your understanding of Scripture as it relates to: (a) life experience, (b) the church's history and (c) one's ability to reason.

a. Scripture relates to us in our life experience by the fact that scripture is God breathed and is the direction or the compass that God wants for us to live our lives in accordance to. Although, because we are men and women who have sinned and fallen short of what God wants for us, sometimes our life experiences don't line up with what God desires for us to do because we fall short in following after Him. God has designed us to have perfect communion with Him, but because of desiring our own will, we lose sight of that and that is why sometimes we fall in situations where we are away from God.

b. In the church history, the same can be said. The early church gives us the pattern in which the church is supposed to be designed. It gives us the leadership criteria, it shows us how the church should be run and operated but often times because of men's own desires, not following after what scripture wants, but what is convenient for them, we lose sight of that and people create their own doctrine and their own will for a situation. Often times we see the result of that in church history as the church as a whole has become far away from the heart of God in certain situations.

c. God has given us the guidance of the scripture. The word of God tells us that we are to judge ourselves in accordance with the scripture and make decisions according to the scripture. There again, because of our own desires, we lose sight of what scripture tells us to do. It's not necessarily our ability to reason, but our desire to reason in accordance to the word of God.

c. What must one do to be "saved?"

We have to admit that we have sin in our life and have fallen short of what God has for us in our life. In addition to that, we must believe that God loves us so much that not only did He send His son to die for us, but that He has grace and mercy and a loving plan for our life. We must also believe that He desires for us to live in abundance, that He desires for us to live in intimacy with Him, and once we understand the desires of God for our life, then committing to him and making a decision to walk away from lifestyles that are unpleasing to God and asking Him to forgive us of our sins and that we receive His gift of salvation, that we receive His works in our life that are His, that through Him we can live in abundance and back in reconciliation with Christ.

d. What is Grace and how would you explain it to an un-churched 15-year old?

Grace in itself is the unmerited favor of God and if I was to explain that to an un-churched 15 year old, I would explain that grace is what covers us when we do things that are wrong that God's grace and His desire for us to walk in perfect harmony with Him is there for us when we make mistakes, when we do things that are wrong and go on our own path, rather than God's path. He desires for us to continually follow Him, but when we don't, if we are a Christian, we should desire God. His grace is there to bring us back to Him and reunite us with what God desires for us to be and for what He desires for us to have.

e. Who is Jesus Christ according to your understanding?

He is the Christ, the Son of the living God. (Matt 16:16)

f. What did His death accomplish?

Jesus Christ paid the price for our sins. Christ died for us, in our place. He paid the penalty of death that we should have paid, so that by faith in His atoning death and resurrection we might live forever with Him in victory over the law of sin and death.

g. What is the significance of the resurrection?

The resurrection vindicates Jesus' identity as God. The resurrection is the first stage in the exaltation of Christ as man. The resurrection declares that Jesus is Messiah. The resurrection declares that Christ's sacrifice was accepted. The resurrection makes the new birth possible. The resurrection brought about Christ's continuing intercession for His people. The resurrection makes our own resurrection possible.

h. Who is the Holy Spirit?

The Holy Spirit is a real person who came to reside within Jesus Christ's true followers after Jesus rose from the dead and ascended to heaven. The Holy Spirit is not a vague, ethereal shadow, nor an impersonal force. He is a person equal in every way with God the Father and God the Son. He is a helper and guide to the Christian that continually persuaded us to walk according to God's will and purposes. He is considered to be the third member of the Godhead. The Holy Spirit also performs a function for non-Christians as well. He convicts people's hearts of God's truth concerning how sinful we are -- needing God's forgiveness; how righteous Jesus is -- He died in our place, for our sins; and God's eventual judgment of the world and those who do not know Him. The Holy Spirit tugs on our hearts and minds, asking us to repent and turn to God for forgiveness and a new life.

i. How does a person become a Christian?

To become a Christian, you simply tell God, that you choose to place your faith in Jesus Christ to receive forgiveness for your sins and a new radical life. Tell God that you want Him to be in charge of your life from this point forward.

j. How does one "grow in holiness"

In Romans 6:15 it says

“What then? Shall we sin because we are not under law but under grace? By no means!”

Paul in this passage of scripture is asking a rhetorical question, since we are saved by God’s grace and not works of the law, should we continue to sin (break the law)? The answer is absolutely not! But it is by freely choosing God’s gift of grace we have become slaves of righteousness (v. 18). Obeying and living by God’s commands results in sanctification (v. 19). So what do we do with this knowledge, we need to honor God’s free gift of grace by obedience. Grow in holiness (sanctification). Let the Holy Spirit guide you to life transformation. Daily we should pray that the Lord would search us and show us where I need improvement. By Letting the Holy Spirit guide us in holiness.

k. What is the significance of baptism?

It illustrates Jesus' Death & Resurrection. It illustrates my New Life as a Christ-follower. So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new! 2 Corinthians 5:17 (New Revised Standard Version) Baptism doesn't make you a believer. It's an outward symbol of an inward commitment. It shows that you already believe. Baptism doesn't get you into heaven. Only a personal faith in Jesus Christ does that. Baptism is the "wedding band" of the Christian faith -- it's the outward symbol of the commitment you've already made in your heart.

l. What is the basis for forgiveness of sins committed after receiving Christ?

" if we confess our sin, HE is faithful and just to forgive our sin and to cleanse us from all unrighteousness." 1 John 1:9. This forgiveness in through the blood of Jesus Christ and His blood always in every circumstance provides forgiveness. It doesn't matter what you've done or when you've done it, if we truly are repentant, all we need to do is confess and God is always faithfully to forgive.

m. What is your understanding of a “calling?” Do you feel “called” to Youth Ministry?

To understand the call of God, you have to first realize that God speaks to an individual in many unique ways. Sometimes the call is a clear direction, other times it's circumstances that are laid out before us that God uses to bring about decisions in our life. Other times it is a clear knowing in your heart that He is speaking to you and giving you a clear direction as to what He wants you to do with your life. I absolutely feel called to Youth Ministry.

n. Eternal Security

The Lord Jesus Christ proclaimed, "I give them eternal life, and they shall never perish; no one can snatch them out of my hand. My Father, who has given them to me, is greater than all, no one can snatch them out of my Father's hand" (John 10:28-29b). Both Jesus and the Father have us firmly grasped in their hand. Who could possibly separate us from the grip of both the Father and the Son? The Question is was the commitment you made for Christ truly sincere?

o. Church Polity (Church government)

The Lord was very clear in His Word about how He wishes His church on earth to be organized and run. First, Christ is the head of the church and its supreme authority (Ephesians 1:22; 4:15; Colossians 1:18). Second, the local church is to be autonomous, free from any external authority or control, with right of self-government and freedom from the interference of any hierarchy of individuals or organizations (Titus 1:5).

p. Church Discipline

Sometimes the disciplinary action of the church is successful in bringing about godly sorrow and true repentance. When this occurs, the individual is able to be restored to fellowship. The individual involved in the 1 Corinthians 5:5 passage repented, and Paul encouraged the church to restore him to fellowship with the church (2 Corinthians 2:5-8).

q. The Rapture and the Tribulation

According to Protestant Christians, the Rapture is an end-time event when born-again Christians will be "caught up" into the air and meet Christ in the sky. Many believe that this will happen unexpectedly, and people will suddenly rise from their cars or kitchen tables into the sky. At some point after the Rapture, Christ will begin a thousand-year reign.

The Rapture will occur at a time related to the tribulation, the seven-year period before the Second Coming of Christ during which the Antichrist will be in power. There are three major schools of thought about when it will occur: I personally believe in a Pre-tribulation rapture

r. The Role of Women in the Church and in Leadership

I find that female members are not scripturally prohibited from the leadership roles of Elder and Pastor of the church, but rather, their unique contribution and leadership in these roles should be welcomed and celebrated. Women should be included for consideration in these roles based upon: their new life in Christ and demonstrated spiritual maturity (scriptural qualifications), commitment to the philosophy of a particular ministry, their ministry experience, proven willingness to submit to leadership, and spiritual giftings that support such a responsibility.

s. Miraculous Gifts

First, it is important to recognize that this is not a question of whether God still performs miracles today. It would be foolish and unbiblical to claim that God does not heal people, speak to people, and perform miraculous signs and wonders today. The question is whether the miraculous gifts of the Spirit, described primarily in 1 Corinthians chapters 12-14, are still active in the church today. This is also not a question of "can" the Holy Spirit give someone a miraculous gift. The question is "does" the Holy Spirit still dispense the miraculous gifts today. Above all else, we entirely recognize that the Holy Spirit is free to dispense gifts according to His will (1 Corinthians 12:7-11).

t. Explain your understanding of God as the Trinity

God exists simultaneously in 3 personas. The Father, the Son, and the Spirit are each contained in each other, and act together, yet manifests Himself in different ways. God the Father appeared to Moses as glory, and to Elijah as a gentle whisper. (1 Kings 19:12) God the Son became flesh and lived among mankind (John 1:14) God was in heaven and on Earth at the same time. When God the Son ascended into heaven, He (God) returned in the Person of the Holy Spirit, which had visited prophets in the Old Testament, and empowered and continues to empower mankind.

u. Explain your beliefs about the person and the role of the Holy Spirit and your views on spiritual gifts.

To have Christ's church exist on earth the way He wants is inhumanly possible. Therefore, the Holy Spirit steps in and gives gifts to us to do the work He wants us to do. I heard a man say once that a Spiritual Gifts didn't have to deal with spiritual issues; they were things that you would not be able to do in your flesh. This is how such gifts as helps, administration, and service come in. They may not seem spiritual, but many people doing those things do them because God intervened against their nature to help them do it. Some gifts are spiritual in terms of their nature. Speaking in tongues, prophecy, healing the sick, raising the dead, are obviously spiritual because they are supernatural. All gifts are given for the specific purpose of building up the church (1 Corinthians 12:7). Gifts should not be used as a condition of salvation, nor should any specific gift be placed in a status higher than any other (1 Corinthians 12:29-30). The Apostle Paul said to "eagerly desire spiritual gifts, especially the gift of prophecy." (1 Corinthians 14:1) Through every work of God, and every gifting, we must never focus on the power of Man; we must not take on envy as another person takes on prophecy. We must not judge another person's closeness with God based on the works of power done or not done by them, because "all these are the work of one and the same Spirit, and He gives them to each one, just as He determines." (1 Corinthians 12:11)

v. What do you believe happens to a person who dies having never heard of the Gospel of Jesus Christ?

God has revealed Himself in all of His creation (Psalm 19) so anyone can see who He is without hearing the name of Jesus. The problem, however, is that all men are slaves to sin, and so turn to idolatry, worshipping the created things rather than the creator. When such a person comes before the judgement seat of Christ, they will be judged according to their conscience. If they have followed the Law that is written on their hearts, then they will be saved apart from the Law. If they have sinned according to the Law on their hearts by worshipping idols or committing murder, betrayal, etc, then they will be condemned. God does not, however, want us to sit around waiting for people to die and go to heaven because of His beautiful sunsets. He wants us to go and preach the gospel because He wishes for all people to be saved.

w. What do you believe about heaven?

I believe that it is indescribable and incomprehensible. It is the place of eternal unhindered, unspoiled, unbelievable communion with God. We will worship the lamb that was slain, we will have no desires except for HIM and HE will completely fill them to capacity. We will recognize people from who they were on earth (Rev 4:4. We will have new bodies that will not have injuries or defects. God will live with men forever, and the Lamb will be our light, so there will be no sun or moon. We will see God's face and serve Him directly.

x. What do you believe about hell?

It is more horrible than anything I could ever imagine, mainly because it is separation from answer 7. It is a place of constant weeping and gnashing of teeth. A place where the worm is never satisfied and the tongue is constantly on fire. It is a lake of sulfur in which people are thrown after judgment. Satan is not the ruler of hell, as pop culture teaches. He is thrown in there too, and suffers the same fate. (Rev 20:10) The worst thing about hell is this: between [heaven] and [hell] a great chasm has been fixed, so that those who want to go from [heaven] to [hell] cannot, nor can anyone cross over from [hell] to [heaven] (Luke 16:26) as horrible as it is, there is no hope for an end or rescue.

y. What do you believe the Bible teaches about submission to authority?

Every authority structure has been instituted by God. Man has corrupted authority into thinking that the one in charge is better than the one that is serving, but that is not true. Just as in marriage the wife should submit to her husband, but she is equal in the eyes of God, we too must submit to our authorities in whatever they order us to do. When Peter says "Submit yourselves for the Lord's sake" he is saying that God is most glorified in our submission than in our rebellion. In the case of sinful leaders, caution must be taken. It is possible to submit to them and treat them respectfully, yet not submit to their evil schemes or their corruption. Submission should be done out of joy and love for the Lord, not with griping and insubordination behind a leader's back. Prayers should be offered for every leader, no matter how corrupt they may be.

z. What is your understanding of the rapture and Second Coming of Christ?

At the last trumpet blast, which will be a signal from God to all creation, the dead will rise and those of us that are alive will rise up into the air to meet Jesus. This is a mystery to me. I see from a pattern in scripture that God will rescue His people from wrath, and pour out his judgement on the rest of the world, but I am not totally convinced that it will be before the Church undergoes some worldwide suffering. The things described in Matthew 24 do not fit with the Christian pop-culture notions of the Church disappearing and then the world going sour. One thing I know for sure, it will be a surprise to all people. A wonderful surprise to those that are ready, and a dreadful surprise to those that are not.

Questions That Deserve Answers

aa. What do you understand to be the purpose of the Church?

The Church is the bride of Christ, and just as my wife is the closest representation of me, because she knows me and acts like me and knows what I know and loves what I love, whenever someone talks to my wife it is like talking to me. That is what the church should be like. The hope of Glory is Christ in us (Col 1:27) and as His ambassadors, we can show the world who He is. The Church should care for, teach, and discipline its members, and reach out to surrounding people.

bb. Describe your understanding of suffering and the sovereignty of God.

Suffering, while not preferred by us, is a tool that God uses very often to show His glory. The world has rejected Him, but in His compassion He is still reaching out to it. If all was pleasant and perfect, many people would never call on His name, but ‘there are no atheists in foxholes.’ As people suffer, Christians can move in and serve, bringing Him glory. While horrible acts happen, God controls every one of them. Psalm 116:15 says, “Precious in the sight of the LORD is the death of His saints.” He knows the number of hairs on our head and the very minute of our death. He knows who will be left behind and who will mourn, and yet people continue to die. His purposes are as high above our ways as the sky is above the land. Because He is God, and He is perfect and sovereign, we can trust that He lets all things happen in accordance to His greater plan of glory.

VIII. Questions for my wife:

a. Briefly share your testimony.

I was raised in a Christian home. My parents were involved in the church (my mom taught Sunday School and my dad was a Trustee). If the doors were open, we were there. I was very involved in my youth group and later became very involved in my church (teaching Sunday School, leading Jr. church, and directing VBS). I was saved at the age of 8 and baptized. It probably wasn't until I was in my early 20's that I really felt the presence of God in my life. I knew all along that He was there I just didn't really “feel” Him. While in college, I volunteered in the summers at a local church camp and two weekends a year for retreats. It was there that I had a true experience of God in my life. I was facing job opportunities and major decisions in my life. Through a lot of study and prayer, I discovered what it was like to have a real relationship with Jesus. It was also at this camp that I met Tim.

b. What is your spiritual gift?

Teaching and hospitality

c. What ministries have you been involved with in the past?

In my home church, I was a Sunday School teacher, VBS Director, and volunteered at a local church camp. Over the past eight years, I have worked with Tim in the ministries he has been involved with.

d. Do you think your husband has been called by God to be a Youth Pastor? Why?

Absolutely!! I have seen him work with all types of kids and he has a true gift to work with them. He has a way of reaching the seemingly “unreachable”. His approach is to disciple the kids and build relationships with them. He is a remarkable speaker and has a great gift to build programs that work. I’ve seen him work at the other end of the spectrum by working in the Hospice field and I know that when it comes to ministry, there is no other ministry Tim can be as effective in as youth ministry.

e. How do you see your role in supporting your husband if he becomes the Youth Pastor of our Church? Do you plan to become personally involved in the ministry?

I am always on the sidelines cheering him on and helping him out in any way he needs it. I enjoy spending time with the kids and building relationships with them. In the past, I have led a small group for the girls and offered opportunities for just the girls to hang out. We always have kids at our house just hanging out or needing to talk. We love being surrounded by kids. My heart is to work side-by-side with him, whether it be directly, or indirectly. We both have the gift of working with kids and we know that God will use us in whatever capacity He sees fit.

f. How do you see yourself being involved in other ministries at church if your husband becomes Youth Pastor?

If I am not involved full time with the youth ministry, and even if I am, I want to be involved in the Women’s ministry and small groups or anywhere I am needed to be involved.

g. How would you describe the balance your husband demonstrates between family and ministry?

I think he balances it out pretty well. In the past, youth ministry has been a “family affair”, but we also make sure to take time for ourselves. He usually tries to leave work at work, but sometimes that just can’t be avoided. But, overall, I think he does a good job at spending quality time with his family.

h. How do you protect your marriage against infidelity?

Communication is probably the biggest protection. We have a great relationship with one another. Prayer is very important as well. Spending time together and taking time for us to get away as a couple. Tim tries very hard to not put himself in a situation where he is alone with a female and I do the same.

i. As his wife, in what areas do you see that your husband could utilize training to become a better Youth Pastor?

As a teacher, I believe there is always room for growth. There is really not any specific area that I think he needs training. He has been doing this for 20 years. But I do think refresher courses are always helpful just to be familiar with new methods of reaching today’s kids.

j. Describe your quiet time with the Lord.

My quiet time is spent every morning on my 40 minute commute to work. I spend time in prayer, listen to praise and worship music, and I sometimes listen to teaching CD’s.

Questions That Deserve Answers

k. Explain your views on women teaching in the church?

I believe that women are created to be teachers in the church. I believe that there is a necessity for women to teach within the church. I think there are situations when a man might have a better perspective than a woman, but I think that can be said the other way, too. The bottom line is that God can use ANYONE at ANYTIME in ANYPLACE.

l. Is there any subject you would like to talk about that has not been brought up?

What are the church's expectations of the Youth Director's spouse?

IX. PERSONALITY TEST:

PERSONALITY TEST
Jung Typology Test

1. You are almost never late for your appointments **Yes**
2. You like to be engaged in an active and fast-paced job **Yes**
3. You enjoy having a wide circle of acquaintances **No**
4. You feel involved when watching TV soaps **Yes**
5. You are usually the first to react to a sudden event: **Yes**
6. You are more interested in a general idea than in the details of its realization **Yes**
7. You tend to be unbiased **Yes**
8. Strict observance of the established rules is likely to prevent a good outcome **Yes**
9. It's difficult to get you excited **Yes**
10. It is in your nature to assume responsibility **Yes**
11. You often think about humankind and its destiny **Yes**
12. You believe the best decision is one that can be easily changed **Yes**
13. Objective criticism is always useful in any activity **Yes**
14. You prefer to act immediately rather than speculate **No**
15. You trust reason rather than feelings **Yes**
16. You are inclined to rely on improvisation **No**
17. You spend your leisure time actively socializing **No**
18. You usually plan your actions in advance **Yes**
19. Your actions are frequently influenced by emotions **No**
20. You are a person somewhat reserved and distant in communication **Yes**
21. You know how to put every minute of your time to good purpose **Yes**
22. You readily help people while asking nothing in return **Yes**
23. You often contemplate about the complexity of life **Yes**
24. After prolonged socializing you feel you need to get away and be alone **Yes**
25. You often do jobs in a hurry **No**
26. You easily see the general principle behind specific occurrences **Yes**
27. You frequently and easily express your feelings and emotions **No**
28. You find it difficult to speak loudly **Yes**
29. You get bored if you have to read theoretical books **No**
30. You tend to sympathize with other people **Yes**
31. You value justice higher than mercy **No**
32. You rapidly get involved in social life at a new workplace **No**
33. The more people with whom you speak, the better you feel

Questions That Deserve Answers

34. You tend to rely on your experience rather than on theoretical alternatives **Yes**
35. You like to keep a check on how things are progressing **Yes**
36. You easily empathize with the concerns of other people **Yes**
37. Often you prefer to read a book than go to a party **Yes**
38. You enjoy being at the center of events **No**
39. You are more inclined to experiment than to follow familiar approaches **Yes**
40. You avoid being bound by obligations **No**
41. You are strongly touched by the stories about people's troubles **Yes**
42. Deadlines seem to you to be of relative, rather than absolute, importance **No**
43. You prefer to isolate yourself from outside noises **Yes**
44. It's essential for you to try things with your own hands **Yes**
45. You think that almost everything can be analyzed **Yes**
46. You do your best to complete a task on time **Yes**
47. You take pleasure in putting things in order **Yes**
48. You feel at ease in a crowd **No**
49. You have good control over your desires and temptations **Yes**
50. You easily understand new theoretical principles **Yes**

Your Type is **ISFJ**

Strength of the preferences

Introverted	30%
Sensing	1%
Feeling	32%
Judging	37%

Qualitative analysis of your type formula

You are:

- slightly expressed introvert
- slightly expressed sensing personality
- distinctively expressed feeling personality
- distinctively expressed judging personality

The Portait of the Protector (ISFJ)

The primary desire of the Protector Guardian is to be of service to others, but here "service" means not so much furnishing others with the necessities of life (the Provider's concern), as guarding others against life's pitfalls and perils, that is, seeing to their safety and security. There is a large proportion of Protectors in the population, perhaps as much as ten percent. And a good thing, because they are steadfast in their protecting, and seem fulfilled in the degree they can insure the safekeeping of those in their family, their circle of friends, or their place of business.

Protectors find great satisfaction in assisting the downtrodden and can deal with disability and neediness in others better than any other type. They go about their task of caretaking modestly, unassumingly, and because of this their efforts are not sometimes fully appreciated. They are not as outgoing and talkative as the Providers, except with close friends and relatives. With these they can chat tirelessly about the ups and downs in their lives, moving (like all the Guardians) from topic to topic as they talk over their everyday concerns. However, their shyness with strangers is often misjudged as stiffness, even coldness, when in truth these Protectors are warm-hearted and sympathetic, giving happily of themselves to those in need.

Their quietness ought really to be seen as an expression, not of coldness, but of their sincerity and seriousness of purpose. Like all the Guardians, Protectors have a highly developed puritan work ethic, which tells them that work is good, and that play must be earned-if indulged in at all. The least hedonic of all types, Protectors are willing to work long, long hours doing all the thankless jobs the other types seem content to ignore. Thoroughness and frugality are also virtues for Protectors. When they undertake a task, they will complete it if at all humanly possible; and they know the value of material resources and abhor the squandering or misuse of these resources. Protectors are quite content to work alone; indeed, they may experience some discomfort when placed in positions of authority, and may try to do everything themselves rather than insist that others do their jobs.

With their extraordinary commitment to security, and with their unusual talent for executing routines, Protectors do well in many careers that have to do with conservation: curators, private secretaries, librarians, middle-managers, police officers, and especially general medical practitioners. To be sure, the hospital is a natural haven for them; it is home to the family doctor, preserver of life and limb, and to the registered nurse, or licensed practical nurse, truly the angels of mercy. The insurance industry is also a good fit for Protectors. To save, to put something aside against an unpredictable future, to prepare for emergencies-these are important actions to Protectors, who as insurance agents want to see their clients in good hands, sheltered and protected.

Mother Teresa, George H.W. Bush, Jimmy Steward, and Tsar Nicholas II are examples of Protector Guardian style.