

Right Angle Rule of Engagement

The Right Angle Rule of Engagement is a strategic approach to interviewing that intends to setup both the candidate and local church for success. Executed properly, this approach ensures that both parties engage in crucial conversations.

As a member of the Church we agree that we will adhere to these rules of engagement when interviewing:

We are the Body of Christ – Therefore we agree to:

- Fellowship in Him
- View one another as family
- Urgently prioritize responses to one another quickly

We are broken – Therefore we agree to:

- Exalt Christ and our need for His salvation
- Give one another permission to admit failure, spiritual brokenness and weaknesses
- Confide in one another

We are not of the World- Therefore we agree to:

- Refrain from interviewing like the World
- Ask one another deep and “uncomfortable” questions
- Answer questions with uncompromised truth and authenticity

Best Practices

For the Local Church

- **Remember Their Perspective:** the candidate is interviewing you as well. Refrain from one sidedness
- **Expose the Heart:** Give honest evaluations of church health and areas of improvement
- **Fellowship as Friends:** This is not a stranger nor a secular interview. This is a sibling in Christ
- **Provide Feedback On the Spot:** Alarmed? Explain why. Strengths? Point them out
- **Admit Failure:** Give them permission to do the same

For the Candidate

- **Remember You're Human:** Maintain your need for the Gospel not your reputation
- **Dig Deep:** Ask hard questions. “What’s the hardest thing this body has been through? What was the result?”
- **Think Ahead:** Can you honestly see yourself retiring here?
- **Cast Visions of Your Ministry:** Show your philosophy of ministry in action
- **Anticipate Conflict:** What areas do you see a need for change in right away? Over communicate them



The parties to this agreement are Christians and believe that the Bible commands them to make every effort to live at peace and resolve disputes with each other in private or within the Christian community in conformity with the Biblical injunctions of Matthew 18:15-20. Therefore, the parties agree that any claim or dispute arising out of, or related to, this agreement or to any aspect of the employment relationship, including statutory claims, shall be settled by Biblically based mediation.

Agreed: _____

Candidate

Agreed: _____

Local Church Representative

Date: _____

