

# ON-SITE VISIT TIPSHEET

## Nailing Your First On-Site Visit and Interview

### BEFORE YOUR VISIT

Continue your search of the church and the location

- Town ([niche.com](http://niche.com), [tripadvisor.com](http://tripadvisor.com), local city website or chamber)
- Church (church website, [Google Maps](https://www.google.com/maps))
- Housing (sites like [Zillow.com](http://Zillow.com))
- Ask yourself before you accept: Am I REALLY interested in moving here.

Set Yourself Up For Success

- Be ready to meet lots and lots of people
- Ask for a schedule of your time on-site
- Speak into the schedule as needed
- Allow for plenty of 'renew and refresh' time

### ON SITE

Gather as much information as possible. Some of your clarity will come more as observations of your time there rather than the questions you ask; but you'll want to ask as many questions (to as many people) as possible.

- What do the questions they're asking you tell you about their values?
- How much past conflict has the church endured?
- How do you compare to the last person that held the position?
- What are they postponing until you arrive?
- What is the existing leadership structure and where do you fit?
- What are the motives of the person who picks you up at the airport?

- What is the church's financial situation?
- What are the cultural and theological issues of the day?
- How many people are related to each other?
- What does the first year look like?
- Are they open or guarded?

### NEXT STEPS

Possible outcomes:

- They love me, I love them
- They love me, I don't love them
- They don't love me, I love them
- A mutual feeling that this isn't the right fit

Any of these are good outcomes because they provide clarity.

### AFTER THE INTERVIEW

- Thank them for the opportunity and give them an update on how you felt the on-site visit went.