

INTERVIEWING A POTENTIAL VOLUNTEER

A "foolproof" interview isn't possible, we'll never be able to know the heart of a person within a 30min meeting. Hopefully, this will help weed out some who clearly shouldn't be working with kids. Generally speaking, your interview will have four elements:

1. Introductions/small talk,
2. Finding out about their faith/spiritual journey,
3. Discovering their ministry experience, and
4. Explaining Children's Ministry and their next step.

This meeting is more about you getting to know them, rather than them getting to know us.

Introductions

Spend a little bit of time introducing yourself. Include your ministry experience and role on our team. Get to know some basic facts about them (single/married, job, family life, where they're from, where they live, etc.)

Interview Questions

1. Tell me about your spiritual life. How long have you been a committed follower of Christ?
 2. How do you know when you're doing "well" spiritually?
 3. How do you typically handle serious struggles in your life?
 4. What kind of accountability do you CURRENTLY have in your life?
 5. Are you convinced serving in a ministry is the next step for your faith? Explain why you feel the way you do.
 6. What ministry experience do you have?
 7. What attracts you to working with children? How has God led you to serve in this area of our church?
 8. If you were to serve in our ministry, what would you expect to get out of it? What would you expect from the leaders of our team?
 9. At your current stage of life, do you have the time to balance the demands that are sure to come as a result of serving in a ministry? Explain your answer.
 10. Is there anything in your life that disqualifies you from serving in our ministry? (Leave this open-ended, if the applicant doesn't understand, provide a few examples).
- NOTE: Review application. If there are any "yes" answers in the box about any convictions, ask the person to tell you about the situation.*
11. What role would you like to have on our team?
 12. Do you have any questions that I can answer for you?

Next Steps

If you feel a person SHOULDN'T be involved with children at our church, try to provide some specific reasons, or just tell the person, "someone from Children's Ministries will be calling you within a week or so."

If you want to DELAY their process, ask the person to attend all of the adult classes (Ozone 1 - 4). If you can give them some reasons, great! For example: "I think it would be best if you waited 6 months to get involved so you can deepen your understanding of Scripture."

If you feel they would be GREAT for our team, then have them observe one of the weekend services. Briefly explain the different roles in our ministry (small group leader, teacher, classroom assistant, behind-the-scenes, etc.), and find out where he/she feels called to serve. You may feel they would be better suited to a role that is different from what they choose.

Walk them through the volunteer commitment sheet and have them turn it into the office after a week or so (the time is for them to prayerfully consider their commitment). Once they have turned in their commitment and application connect with them and help them start serving. Without being overwhelming, explain to them: "Every volunteer in our ministry is connected with a coordinator or 'coach' who is an experienced, volunteer leader. That person is there to help you with your ministry. If you have a question, most of the time your coach will be able to answer it."

Once you have explained the volunteer commitment, ask them if they have any questions about our ministry. Be sure to pray with and for them.

Some Common Red Flags to look for

- Criminal record
- "Needy" personality
- Recent divorce
- Poor references
- New believer
- New to High Desert Church, not a member
- Co-habitation, or other lifestyle issues
- Heavy drinking
- ANY drug use
- Serving with impure motives
- Divisive attitude
- Prideful

It is not mandatory, but you may want to have them fill-out the "What Floats Your Boat?" form on the next page. File it and refer back to it from time to time. Use it as a tool to help appreciate your leaders in ways that are meaningful to them.

WHAT FLOATS YOUR BOAT?

Name: _____

What motivates you? _____

A daily encouragement for me would be _____

If I could select a gift for myself under \$20.00, it would be _____

If I had all day to do something for myself, I would _____

The most fun I ever had was when _____

My favorite hobby is _____

My greatest passion in life is _____

One area I am growing in is _____

The greatest strength I possess is _____
