

Interview Guide

Dream Team Member

A pastoral conversation to evaluate fit and connect the candidate to the right team. | 10–15 min

Use this guide for non-leadership volunteers only, not for Echo Students or echoKIDS. Those serving with minors must complete the Leadership Application and Covenant and follow the Leader Interview process.

Prepare

Pray. Review the volunteer form. Look for a servant heart, basic alignment with Echo's values, and a genuine desire to contribute.

Introduction

Welcome them warmly. This should feel like a conversation, not an interrogation.

Questions

“How long have you been at Echo, and what drew you here?”

“What made you want to serve?”

“Tell me a little about where you are in your faith journey.”

Interviewer: The person doesn't need to be a committed believer – many teams welcome those still exploring. Look for honesty and openness. Someone actively opposed to Echo's values would not be a good fit.

“Did you read through the Dream Team Member Covenant? Any questions on Character, Conduct, Faithfulness, Generosity, or Alignment?”

Interviewer: Make sure they understood what they're agreeing to. You're not looking for perfect answers, just honesty.

“What are you naturally good at? What gives you energy? Any teams you're drawn to?”

Interviewer: Use this to connect them to the right team.

Approve or Redirect

If ready: ☐ Send Member Covenant and background check (Checkr) ☐ Walk through the next steps. ☐ Pray together.	If not ready: Suggest joining a group, attending Activate, going through Alpha, or trying a different team. Always be kind and leave the door open.
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