Interview Guide

Dream Team Leader

For all volunteer leaders, coaches, coordinators, and directors | 20–30 min | Conducted by staff, coordinator, or director

A pastoral conversation to evaluate character, calling, and alignment. The interviewer must read the completed Leadership Application before the interview. Use it as the foundation and build on it, rather than repeating already answered questions.

Prepare

Pray. Read the candidate's Leadership Application thoroughly. Note strengths and any areas of concern. Potential misalignment: unclear faith journey, lack of engagement, unresolved character issues, misalignment with Echo's beliefs.

Introduction

Thank them for applying. Frame this as a two-way conversation. Before asking anything of them, walk through Echo's commitment to leaders (Prepare, Equip, Inspire, Access, Input) and cast vision for Encounter Nights as a gathering designed to support, inspire, and equip leaders. Lead with generosity – let them know what they're stepping into before asking anything of them.

Warm Up

"What made you want to take a step into leadership at Echo?"

> *Interviewer: Look for genuine desire to serve others – not just a desire for a role or platform.*

Covenant Review

Walk through the Leadership Covenant commitments. Build on their application answers rather than repeating them.

UP — Pursuing God

"Your application mentions your faith journey – how would you describe your walk with God right now?"

"What personal spiritual practices are keeping you filled up and connected to God in this season?"

> *Interviewer: Look for intentionality. They don't need a perfect routine, but they should be taking their walk with God seriously.*

IN — Character

Frame this section with care:

"When you step up to lead, you position your life for greater influence – but you also become a target. Our goal is for our leaders to be positioned to succeed and lead in a healthy way, with God's protection. So we always take time to check on a few more personal areas. Can I ask some more personal questions?"

Spiritual Practices

"What keeps you strong in your walk with God? How are you doing with prayer and the Bible right now?"

> *Interviewer: We believe proximity with God – developed through practices like studying the Bible and prayer – is what keeps leaders strong. Look for honesty and intentionality.*

Sexual Purity

"A common area where the enemy knocks down leaders is through sexual sin. Have you struggled lately with pornography, sexual activity outside of marriage, or any other sexual sin?"

> *Interviewer: Ask with grace and directness. You're not looking for perfection – you're looking for honesty. Someone who is struggling but open and accountable is often more trustworthy than someone who claims to have no issues. (1 Corinthians 6:18, Ephesians 5:3)*

"The covenant asks leaders to live with a clear conscience – someone whose private life matches their public one. How would you say you're doing with that overall?"

WITH — Unity

"Have you ever been in a situation where protecting unity was hard? How did you handle it?"

"How do you typically handle conflict with someone you lead alongside?"

> *Interviewer: Red flags: speaking negatively about past churches, leaders, or teammates. Look for emotional maturity and genuine commitment to relationships.*

OUT — Mission

"You shared your gifts and passions in your application – how do you see those connecting to the people you'd be leading?"

"Who are you currently investing in or trying to reach outside the church?"

> *Interviewer: Leaders at Echo should have their eyes on those outside the church as much as those inside.*

ALL IN — Church Commitment

"Do you have any questions or concerns about Echo's beliefs, including our convictions on marriage and human sexuality?"

> *Interviewer: Alignment doesn't mean no questions – it means no active opposition. Give them space to ask honestly.*

Generosity

"We believe followers of Jesus should be the most generous people on earth, imitating the generosity of our Creator. We ask our leaders to model this first. The minimum threshold of generosity we ask of leaders is the tithe – giving 10% of their income to Echo. We know this is sometimes a new paradigm, so we're willing to let leaders lead one semester if they're genuinely moving in that direction.

Are you willing to commit to this level of generosity with us?"

> *Interviewer: Point to echo.church/give for resources or to encourage automating generosity. (Matthew 23:23, 1 Timothy 6:18)*

"Are you regularly attending Sunday services as part of your commitment to this church?"

Approve or Redirect

If approved:	Not ready for leadership:
☐ Send background check (Checkr) ☐ Schedule department training ☐ Assign a coach upon starting ☐ Pray together If serving with minors, also: ☐ Start Livescan fingerprinting process ☐ Give access to Ministry Safe training	Suggest serving as a Dream Team member first, a different team, attending services, going through Alpha, or revisiting in a future season. Always be kind and leave the door open.