

## Interview Process For Board Member

### Step 1:

#### **Submit Candidates to the Business Director**

### Step 2:

#### **Pre-Filters by Business Director**

- Tithe/Give (\$10,000/year or more)
- Serve/Attend – Faithfulness
- Staff Member Recommendation
- Lee County Clerks – Red Flags
- Review Resume

#### **Business Director makes decision on who directs Step 3.**

### Step 3:

#### **Meeting with a Board Member or more probable Campus Pastor**

This meeting is casual with current board member and spouses (if applicable). If the board member approves then notify the Business Director. The Business Director will reach out to the candidate to inquire if they would be interested in joining the Board of Directors. Email will include job description and Myers-Briggs personality test.

#### Questions for Candidate:

- Story of how they began the journey with Next Level Church.
- Do they get the multi-site vision?
- How is God moving in their lives?
- What do they think of the size of NLC?

**\*\*Be mindful of red flags – if they ask odd of character questions.**

### Step 4:

#### **“A” Leadership Interview**

#### Top 5 Experience Questions:

*For each job in the last 15+ years ask the follow questions. Reference last 3-4 jobs.*

1. What were you hired to do?
2. What accomplishments were you most proud of? (Should be in conjunction with question #1)

3. What were some low points during your job?
4. Who did you work with? (bosses, teams)
5. Why did you leave that job?

### 3 Probing Questions:

*-We want the candidate to talk more than the interviewing.*

*-Use these questions as a tool to dig deeper into what kind of leader of leader the candidate is.*

#### **1. What?**

- What did you do?
- What happened?
- What were the results?

#### **2. How?**

- How did you do that?
- How did that go?
- How long did it take?

#### **3. TELL ME MORE!**

### Step 5:

#### **Meeting with Matt**

### Step 6:

#### **Background Check**