



## **INTERVIEW SUGGESTIONS: Two Steps**

### **GOAL** (*first articulate three lists like the one below*):

To approve volunteers who ...

- are ethical
- are spiritually, emotionally, physically, and socially healthy
- are self-aware
- honor boundaries of others and of the congregation/denomination
- are appropriate with all generations
- act with integrity ("walks the talk" and speaks truthfully)
- practice self-care regularly  
(good at seeking and receiving appropriate nurturing)
- understand that in working with children, the needs of the child are primary  
(not his or her own personal needs)

To be cautious about volunteers who ...

- have difficulty with authority (power and control)
- have low self-esteem
- are socially isolated and have difficulty participating in community  
(lack skills for intimacy, resulting in unsatisfactory relationships and no real friendships)
- seek approval (may be a combination of need for validation and affirmation, but an exterior appearance of *not needing* anyone)

To avoid volunteers ...

- whose need for power and control are too high or too low
- with instability in employment, residence, or relationships
- with unresolved substance abuse or child abuse problems
- who are overly protective or not adequately protective of children
- who do not accept responsibility for their own behavior  
(i.e. project guilt onto others)
- who do not maintain appropriate boundaries

### **POSSIBLE QUESTIONS** (*then create questions that "get at" those characteristics*):

1. Why do you think people volunteer to work for this congregation?
2. What highlight of your childhood involved a volunteer?
3. What was your most painful incident involving someone who was volunteering?
4. What guidelines do you consider important for children's safety?
5. What kind of contact have you had with police?
6. If your teaching partner asked every student to get ready for devotions and one child acted up, how would you hope your partner would handle that student?  
Under what circumstances might you do something about the situation?
7. You notice that one of the adult leaders often seems inappropriate with the youth.  
What would you do?