

## **Lightbearers Staff Pipeline/Profile:**

### **Where do we find staff?**

- Local Churches
- Kanakuk Institute or other like-minded discipleship organizations
- Christian College fairs (i.e. - Ouachita Baptist, OK Baptist, Union University, Spurgeon College, Boyce College, College at Southeastern, etc.)
- BCMs at State Universities

### **Interview Questions:**

*This questionnaire is meant to act as a survey of where the potential staff member is in relation to the principles outlined in Lightbearers' staff covenant. The purpose of the questionnaire is two-fold: to give them an opportunity to deeply engage with the heart of Lightbearers and assess their own heart and life accordingly, and to provide their potential supervisor with a platform from which to start—both during the interview and as it relates to ministry life.*

- What has your involvement in the local church looked like the past 36 months? How do you see your gifts being used in the local church?
- Do you feel known by others in your church? Who are your closest friends in the church and how do they aid in your growth and sanctification?
- Define the Gospel message.
- What does your regular engagement with Scripture look like?
- Could you teach someone the overarching story of Scripture? Teach them how to study the Bible?
- What would you define as a healthy relationship? What relationships do you have that model this? Are there any that don't?
- What would your spouse or roommates over the last two years tell me about your relationship with them?
- How do you see the temptations of flesh, eyes, and possessions rise in your own life? Where have you found victory? Where do you still struggle?
- On the scale of being lazy to working too hard and never resting, where do you tend to find yourself?

*The formal interview should include a discussion of the answers to the questionnaire, as well as to discuss job-specific issues and questions. A site visit may be scheduled following the interview as well as a follow-up interview to clarify details and/or fit.*

### **Character Traits**

- Affirms Lightbearers Values
- Relational in Nature (Lightbearers Discipleship Staff)
- Organizational in Nature (Lightbearers General Office Staff)
- Age Factor (young vs. seasoned)
- Can Sign Lightbearers Covenant

### **Doctrinal Issues**

- Affirms Statement of Faith
- Gospel Clarity
- Church-Centric
- Sovereignty of God
- Stance on Cultural Values/Trends

