

CAMPUS MINISTRY INTERNATIONAL IMMERSION TRIPS, 2008-09

Interviewer Questions for Candidates

Candidate: _____ Interviewer: _____

First Choice trip: _____ Today's Date: _____

Interviewer reminders:

- Bring applications; copies of interview questions
- Welcome the candidate and help her or him "be his/her best self."
- If there are multiple interviewers, alternate asking questions so that each interviewer has the opportunity to engage the candidate while other take notes.

INTRODUCTION (2-3 min.): Why did you choose to apply specifically for a Campus Ministry Immersion trip? What is most exciting to you about this opportunity?

COMMUNITY (5 min.): As an active participant in one of these programs, how do you believe you could help foster a sense of community among your fellow community members? What gifts do you bring to the community-building experience?

FAITH (5 min.): During the trip, preparation, and follow up, each community member will be invited to participate in prayer and spiritual reflection. Please share with us something about your faith life. How would you define it, how does it manifest itself in your everyday life, how does it affect your everyday life? (Optional: If you were asked to lead a spiritual reflection for your small community, what might you choose to do?)

SOCIAL JUSTICE (5 min.): Please share a situation in which you witnessed or have been personally affected by or are passionate about an injustice. How has it affected you, and what have you been moved to do about it?

How do you envision the team living out a commitment to social justice after the trip?

COMMITMENTS (2-3 min.): Each team and each student must commit to raising a significant amount of money to cover all program costs and ideally to fundraise for the communities visited. Are you willing to accept and fulfill the fundraising commitment?

Participation in an Immersion program involves a large time commitment. What are your commitments for the upcoming year? Can you be present at the weekly team meetings, the fundraising events (mention the Auction), etc.? Yes No

Do you have any **questions** for us (1-2 min)?

THANK YOU SO MUCH FOR APPLYING AND FOR INTERVIEWING!

At the end of the interview, you may want to mention:

1. We will try to accommodate everyone as best we can. We hope that you understand that our decision will be very difficult, and that unfortunately we will not be able to invite everyone, even if she or he is qualified. But you are very welcome to apply again next year, and may want to consider the CSCE's immersion programs for next year (applications in the fall).
2. Whether you are or are not invited to participate in the program, we will let you know by Monday, May 19th.

EVALUATING THE CANDIDATES

COMMUNITY: Based on the Selection Criteria relating to community, please evaluate the candidate's interview.

- **3** = Candidate seems to have a *substantial* understanding of why community is important in these experiences, and seems *substantially* eager to participate in the process of building community.
- **2** = Candidate seems to have a *moderate* understanding of why community is important in these experiences, and seems *moderately* eager to participate in the process of building community.
- **1** = Candidate seems to have *minimal* understanding of why community is important in these experiences, and seems *minimally* eager to participate in the process of building community.

FAITH: Based on Selection Criteria relating to faith, please evaluate the candidate's interview.

- **3** = Candidate seems to be *substantially* open, willing and **eager** to explore her/his faith and to share this with others
- **2** = Candidate seems to be *moderately* open and willing to explore her/his faith and to share this with others
- **1** = Candidate seems to be at most *minimally* open and willing to explore and share her/his faith

SOCIAL JUSTICE: Based on the Selection Criteria relating to social justice, please evaluate the candidate's interview.

- **3** = Candidate seems to have a *substantial* awareness and understanding of (or substantial desire to learn about) structural/systemic poverty and injustice, and of the meaning and significance of social justice - especially as it relates to faith.
- **2** = Candidate seems to have a *moderate* awareness and understanding of (or moderate desire to learn about) structural/systemic poverty and injustice, and of the meaning and significance of social justice.
- **1** = Candidate seems to have at most a *minimal* awareness and understanding of (or desire to learn about) structural/systemic poverty and injustice, or of the meaning and significance of social justice.

MATURITY, DESIRE AND COMMITMENT: Based on the Selection Criteria relating to maturity, kindness, generosity, humility, compassion, vulnerability, sharing at this time; *desire* to participate at this time, and *ability to commit* at this time, please evaluate the applicant's essays and interview.

- **3** = Based on her/his essays and interview, Candidate seems *substantially* mature, kind, generous, humble, and compassionate; seems to have a *substantial* desire to participate in a Campus Min program at this time; and seems to be able to make the *substantial* commitment necessary for participation in the program at this time.
- **2** = Based on her/his essays and interview, Candidate seems to be *moderately* mature, kind, generous, humble, and compassionate; seems to have a *moderate* desire to participate in a trip at this time; and/or seems to be able to make a *moderate* commitment necessary for participation in the program.
- **1** = Based on her/his essays and interview, Candidate seems to be *minimally* mature, kind, generous, humble, and compassionate; seems to have a *minimal* desire to participate in a trip at this time

OVERALL CANDIDATE RATING:

3

2

1

- **3 = Select the candidate.** Candidate's application and interview seem to indicate a "*substantial* fit" between the candidate and the trip. I recommend this candidate be selected for the program.
- **2 = Possibly select the candidate.** Candidate's application and interview seem to indicate a "*moderate* fit" between the candidate and the trip. I recommend that this candidate be selected should there be an available spot.
- **1 = Do not select the candidate.** Candidate's application and/or interview seem to indicate a "*minimal* fit" between the candidate and the trip. I do *not* recommend that this candidate be selected.