

Living Waters Interviewing Guidelines

- ❖ Try to spend only the time required: the interview does not need to last a long time (about half an hour). Some will open up readily & begin to tell you their whole testimony. Don't be afraid to interrupt to get the information you need and not extend the time. Others may require you to ask clarifying questions.
- ❖ Pick a safe/ private enough spot (if doing the interview in person)
- ❖ Put the applicant at ease as much as possible
- ❖ Print out the application and interview form. Read it beforehand. Highlight and make notes on the application and/or the interview form (next page)
- ❖ Follow (in a general way) the interview form
- ❖ Take notes and don't minimize your "inner sense" - just note it on the form if necessary.
- ❖ Observe interaction during the interview: a good clue for how they will be in a group. E.g., Can they focus? Can they follow your lead? Do they seem teachable?

Who Is "Not Ready" For Living Waters - What Will Be Some "Flags"?

- ❖ Severe personality disorders and/or are not socially able to interact in a small group. Never jeopardize the group for the sake of one.
- ❖ "More grace required" (overwhelmingly needy)
- ❖ Too general: no identified issues or problems
- ❖ Intolerance for others' issues & brokenness
- ❖ Intolerance for Christian and biblical standards
- ❖ The key evaluation criterion is how you perceive they'll do in a small group; ask yourself: "Would you have them in your group?"

Conditional Acceptance / Recommendations (Additional Counseling, Support, Etc.)

- ❖ Please note if you think enrollment in counseling or a support group would be a requirement for acceptance
- ❖ Explain to the applicant what this is, and ask if it is a problem

Interview Form

Applicant Name: _____

I. Introduction

a. Purpose of Interview

- ❖ For YOU to know more about the Living Waters to determine whether or not it is right for you, so that you know what you're getting into.
- ❖ For US, so that WE can know more about you and discern whether or not Living Waters would be the right place and this is the right time for you.

b. Explain the confidentiality of the interview process

c. What do you know about LW?

D. Explain about LW: *"Living Waters is a 20-week group designed as a safe place for you to seek Jesus and healing for past wounds and wholeness in your sexuality and relationship. We borrow the language of TOB: you, as in your sexuality, as a man or woman, were designed to be a gift to the other in the offering of yourself. That gift-giving has gotten out of whack, and in LW, we seek to realign ourselves to God's purpose for our gender and sexuality and reclaim our identity as good gifts."*

I. Particular Questions

- a. What would you like to gain from going through Living Waters?
- b. Are you open to sharing in a same-sex small group, including areas of your sexuality?
- c. How comfortable would you feel receiving prayer from others, those of different denominations and with different struggles?

II. Review Application

- a. Any areas ambiguous or unclear?

- b. Want more info on something? Ask them to elaborate!

III. Describe Specifics of Program

- a. Dates: _____
- b. Cost: _____
 - Ask: "Will this be A problem? (note if payment schedule or financial assistance is required)"
- c. Time Commitment (7:00 – 9:30) - describe flow of evening (worship, teaching, ministry time, small-group)
- d. Place of Meeting: _____
- e. Absence Policy: no more than three absences
- f. "homework": need about 30-60 mins a week to prepare for weekly reading
- g. The Battle and Labor - spiritually, emotionally, & physically

V. Social Commitment

- a. Confidentiality of group
- b. Social Boundaries (cannot process outside of small group with others)
 - * Do they know others applying for the Program?*
- c. Prayer Support –
 - Helpful for them to have someone who knows they are in the program who will support them in prayer

VI. End of Interview

- a. "How does this sound? Are you able to commit to the Program? Is this the right season?"
- b. "Are there any questions you have for me?"
- c. Follow-Up: *I'll email in a few days with acceptance decisions, and if accepted, may include next steps, completing additional forms (more info for small-group and forms related to our policies about confidentiality and boundaries), and registering/paying for the group*