



## Prospective Staff Questionnaire

**Date:**

**Full Name:**

**Spouse:**

### **General Information**

Tell us three things about yourself that you think are important for FCA to know.

Tell us about your background in athletics.

What are your current athletic interests and involvement?

What is something you have accomplished in the last six months that are particularly proud of?

Why are you interested in a position with FCA?

What do you know about FCA? Do you have any experience or involvement with the ministry?

How would you describe the primary role of a typical FCA staff member?

## **Personal Statement of Faith**

Explain when and how your walk with Christ began.

In what ways have you been involved in serving others in the body of Christ?

How have you been involved in your home church?

## **FCA's Core Values**

### **Integrity**

What does this value mean to you personally?

Describe what a person of integrity looks like to you.

Describe a situation when your personal integrity was challenged.

How did you respond?

### **Serving**

What does this value mean to you personally?

What does it mean to be a servant leader?

### Teamwork

What does this value mean to you personally?

Describe a time when you were a part of an effective team. What was your role?

What is the difference between a group and a team?

What are some things that inhibit teamwork?

### Excellence

What does this value mean to you personally?

What does excellence look like in ministry?

### **Basic Theological Questions**

1. Do you believe the Bible is inspired by God and free from human error in the original writing?  
Explain:
  
2. What do you believe about the Trinity?



10. Scripturally, what does the phrase “believe in Christ” mean?

11. Are there any mediators between God the Father and man other than the Lord Jesus Christ?  
Explain:

12. What is your concept of:

a. Heaven:

b. Hell:

13. According to your understanding, who is Satan/the devil?

### **Sexual Purity Statement**

1. What are your convictions regarding pre-marital and extra-marital physical involvement such as petting or sexual intercourse?
2. How would you counsel a student who is having trouble dealing with temptation in the area of sexual purity?
3. How would you advise a student who is dating a non-Christian?

4. How would you advise a student who had questions about homosexuality or struggles with homosexuality?
  
5. Have you set personal guidelines for the physical area of your relationships to ensure minimal temptation? If yes, what are they?
  
6. Are you currently having any struggles in areas such as temptation, an impure thought life, pornography, homosexual desires, and/or difficulty applying your guidelines or convictions? If so, please explain.
  
7. Are you a member of a small group, or do you have an accountability partner that you meet with on a regular basis? If so, how frequently?
  
8. Does this group help hold you accountable to biblical standards in the area of sexual purity?
  
9. Do you have any additional comments or clarifications?

### **Cross-Cultural Questionnaire**

As staff with FCA, you will be expected to minister to a wide variety of people in various situations.

1. What has been your experience in working with others of different ethnic or racial background?

2. How do you feel about working with others of a different ethnic or racial background?
  
3. How would you describe God's heart toward cross-cultural ministry?
  
4. Do you currently have any relationships or have a close interaction with others from a different ethnic or racial background? Explain:

### **Personal Debt**

1. Please describe the reasons why any credit card debt or home equity loans were acquired.
  
2. If you have consumer or credit card debt, do you have a plan to reduce that indebtedness? If yes, please elaborate on your plan.
  
3. Have you ever filed for bankruptcy? If yes, what were the circumstances?
  
4. Do you have any business assets or liabilities in addition to your personal debt listed above?
  
5. Have you ever attended a financial workshop or sought a professional to assist you in this area? If so, how was it helpful?

6. Do you have money set aside to provide for your living expenses in the case of an emergency?

### **Self-Assessment**

#### Relationship with God

Why do you feel that your personal walk with the Lord is sufficiently mature enough for you to be effective in ministry?

What causes you stress?

Do you often experience loneliness? How do you deal with it?

#### Ministry Skills

Describe your level of comfort with sharing your faith.

Give an example of how you shared your faith recently.

#### Relationship with Others

Do you prefer to work alone or in a group?

How do you think other people would feel about working on a team with you?

Do you consider yourself comfortable enough to develop a positive relationship with a coach or donor?

Describe a situation when your ideas were strongly opposed in a group. What did you do? How did you handle it?

What are some things that frustrate you about working with other people?

What do you believe are the keys to effective communication between people in the workplace?

### Personal Maturity

Have you worked in a situation where you were not closely supervised? Describe the situation, and what were the results?

Describe something you achieved in your life that you are particularly proud of.

What do you consider to be your personal strengths, and how would you like to use them?

What areas would you like to see strengthened?

## Leadership Development

What motivates you personally?

What do you believe are your strengths as a leader?

How do you feel people respond to you as a leader?

How do you respond when you disagree with your supervisor?

Tell us about some of the leadership positions you have held.

How effective were you in those positions and why?

How would other people describe you as a leader?

How do you go about influencing other people when you have an idea or suggestion that would be beneficial?

## Organizational/Problem Solving Skills

Describe a time when you were involved in planning a project and saw it through to completion.

What was your role in that project?

How would you set priorities and organize your schedule in a given period of time?

Describe how you have had to organize your time in past job experiences to accomplish your job responsibilities.

Describe a time in your past job experience when you were involved in the process of identifying a problem and taking steps to correct it.

When faced with a problem, what are some action steps you might take to solve the problem?

How would you involve others in the process of problem solving?

Give an example of a time when you worked on several projects at once. How did you keep track of everything that needed to be done?

What steps did you take to organize your time and accomplish each task?

What helps (devices and/or methods) do you use to organize your time?

Personal Support Development

How comfortable would you feel in asking someone to support your ministry?

Would you be willing to contact family, friends and associates to raise ministry support?

How would you go about developing a financial base for your ministry?

Are you currently working with a FCA staff person?

If so, who?

What area (geographically) are you interested in?

Please provide the following:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-mail: \_\_\_\_\_

***Thank you for taking the time to fill out the Prospective Staff Questionnaire. Please fax all pages to the Fellowship of Christian Athletes Human Resources Department at 816-892-1197.***