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# National Director of Ministry Volunteers Supplemental Questions

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

\*Please use as much space as you need to answer these questions.

**INTERNAL & EXTERNAL APPLICANTS:**

1. What is your vision (picture of the desired future) for InterVarsity’s engagement with volunteers? What would it look like? What would the impact be on InterVarsity, InterVarsity’s mission, and on the volunteers themselves?
2. Map a rough, approximately 5-year plan of potential steps to move the organization towards accomplishing your vision as expressed in Question 1. Bullet points are fine.
3. Describe the potential needs and desires of volunteers at different stages of life that you think could lead to volunteers engaging with InterVarsity.
4. What is compelling to you about this role that makes you want to apply?
5. Describe how you have grown in your cross-cultural competencies across your career.  Connect this journey to how it qualifies you for this role.
6. Describe a time you led a significant change process.  Write about how you conceived the idea, collaborated with others, won their confidence, led the change and implemented it.  From the above example, make inferences on your philosophy of organizational change and lessons learned.

**EXTERNAL APPLICANTS ONLY:**

1. What gifts, passions, and experiences would you bring to this role that would be helpful in fulfilling the vision above?
2. What liabilities would you bring to the role?