



Interview Instructions

Please use the template below to guide your membership interview and make sure you hit all the relevant issues before deciding to affirm, escalate, or postpone someone's membership.

Things to look for:

- By their responses to the questions, and through your discussion in general, you should be able to get an idea of whether or not they really are a born again Christian, and whether or not they understand Jesus, sin, mankind's depravity, atonement, and forgiveness.
- You also want to make sure they understand what it means to be a member. It's not about being "in the club" and getting access to the Member Pages on The City. It's not only whether or not they call this their church home. It means they are an active participant in Jesus' church. By the time they are having their member interview, they should already be giving of their time, treasure, and talents. If they are not, we recommend putting their final approval on hold until they get involved.

Getting Started

- Make sure you have the member candidate's member application and that you have thoroughly reviewed it
- Open in prayer
- Begin with reading of central Membership Verse, Romans 12:1-5
- If the member candidate's member application is not complete; have them finish as needed

More in-depth conversation:

- Ask them to verbally share their testimony with you.
- Question: "If you died tonight, stood before Jesus, and He asked you why He should let you into the kingdom of heaven, what would you say?" This reveals much about their understanding of sin, atonement, and forgiveness.
- Even if they didn't list any grievous or habitual sin, ask them if there are any habitual sins or struggle they are dealing with. Unless it warrants escalation, make a personal note of this and be sure to pray with them about it before you leave.
- Anyone who hasn't been baptized as a believer should be baptized. If their member application notes that they are not yet baptized, or baptized as an infant, please notify the candidate of this. If they have an issue with getting baptized, this may require an escalation and additional interview with campus leadership.

Very important questions to ask:

- Next week, if a guest asks you why we worship Jesus at Mars Hill Church – what would you say?
- Who was/is Jesus?
- What is sin? Who is a sinner?
- What happens to unsaved sinners? How are we saved?
- Are there any other paths to heaven or eternal life other than Jesus?
- Why is it important to know the answers to above questions?
- Do you have any questions/issues about Mars Hill doctrine or beliefs?
- Do you understand what it means to be an acting member?

Other important questions:

(these issues equal automatic escalation and they will need to be lovingly informed of this).

- If their paperwork shows that they are divorced, remarried, or separated from spouse inquire about this
- If their spouse is not a Christian or is not in the member process with them, inquire about this as well.
- If they have pledged nothing or put in an odd number, inquire to find out if/why they are concerned or potentially contentious about pledging.



If you are a Community Group Leader conducting an interview, make sure to ask and note the following:

- Ask them about their church service. Where are they serving and why?
- Do they have alternative future serving plans or service aspirations? If they are not serving, do they have a legitimate reason?
- If it is a legitimate reason, do they have a planned time when they will engage or reengage in service?
- If they are applying to be a member of a different campus than the Community Group leader's Campus, explore the potential disconnect. Make sure to ask how they plan to be a member of that campus, embracing its unique identity and mission. (This will expose a consumer who is dipping in one campus group but attending another campus). If they want to be a member of that campus, HOW will they be a member of that campus? (This is a time to reinforce Mars Hill's mission; that we are a church of campuses and that the call is to local mission and intertwined lives that worship corporately, gather together, and engage the community).

NOTE: if you are a Community Group Leader approving someone for membership at a campus other than your own, you will need to indicate at approval or escalation where the member is at in understanding Mars Hill mission:

- They do not understand basic Mars Hill mission and does not get our missional philosophy, hence a subsequent decision to escalate for someone from that campus to interview them **(ATTN: this is cause for escalating the prospective member for a second interview with campus leadership)**.
- They are young and do not yet fully understand our view of mission, but they are a Christian who loves Jesus and I am approving them for membership. I will continue to cultivate their heart as a member of our body to understand why it is important to be more holistically engaged in their local congregation.
- They have a unique circumstance in life that makes being part of their indicated campus and part of a community group in another campus the best choice for engaging in Christian mission at this time.

If you are a Service Lead conducting an interview, make sure to ask and note the following:

- Ask them about their community group. Are they in healthy community? If they are not in a Community Group, where do they have deep, accountable relationships within MHC? If it is a legitimate season where it doesn't work, do they have a planned time when they will engage or reengage in a Community Group?
- If their Community Group belongs to a different campus, why are they in that group as opposed to a group aligned with the campus? How is this the BEST way for them to live out the mission of Mars Hill Church? (This is a time to reinforce Mars Hill's mission; that we are a church of campuses and that the call is to local mission and intertwined lives that worship corporately, gather together, and engage the community).

NOTE: if you are a Service Lead approving someone for membership that attends the community group of another campus, you will need to indicate at approval or escalation where the member is at in understanding Mars Hill mission:

- They do not understand basic Mars Hill mission and does not get our missional philosophy, hence a subsequent decision to escalate for someone from that campus to interview them **(ATTN: this is cause for escalating the prospective member for a second interview with campus leadership)**.
- They are young and do not yet fully understand our view of mission, but they are a Christian who loves Jesus and I am approving them for membership. I will continue to cultivate their heart as a member of our body to understand why it is important to be more holistically engaged in their local congregation.
- They have a unique circumstance in life that makes being part of their indicated campus and part of a community group in another campus the best choice for engaging in Christian mission at this time.



Explain next steps

- They should receive notification in “The City” within the week regarding their status. If there are concerns about a person, i.e.: divorce, habitual sin, serious doctrinal issues, etc., make sure you explain that they can expect a follow-up interview with a pastor before any decision regarding their status is made.

Any final questions?

- If you have determined that their answers are doctrinally sound, that they are sincere in their commitment to abide by the Mars Hill Member Covenant and to faithfully serve the Lord Jesus, and you have no misgivings in your spirit about the person, you may welcome them as a member of Mars Hill.
- Ask them if they wish to close in prayer, or close in prayer yourself.
- They can contact you or their campus administrator if they don’t hear anything after a week, or if they have further questions later on.

After the Interview

Complete and submit the Member Affirmation Form online. Please review all the possible reasons for escalating a Member Interview below before approving:

APPROVED / Escalating for Second Interview

If they attend a community group that is in a different campus than their home campus, please select:

- They are young and do not yet fully understand our view of mission, but they are a Christian who loves Jesus and I am approving them for membership. I will continue to cultivate their heart as a member of our body to understand why it is important to be more holistically engaged in the local congregation.
- They have a unique circumstance in life that makes being part of my community group and attending a different campus the best choice for engaging in Christian mission at this time.

Reason for escalation decision (check all that apply):

- Does not want to serve at Mars Hill, but wants to be member
- Wants to be part of a campus but is not connected to campus other than attending services.
- Divorced, remarried, or separated from spouse
- Spouse is not a Christian
- Spouse not in member affirmation process.
- Still had issue with membership covenant or essential theology
- Did not seem to be able to articulate the gospel or misspoke basic theology
- Admitted habitual sin that raises concern
- They have not been baptized as a believer and do not wish to because... (explained below)
- Uneasiness/Check in your spirit that may indicate Godly discernment from the Holy Spirit
- Contentious about financial pledging

If they attend a community group that is in a different campus than their home campus, please select:

- They do not understand basic Mars Hill mission and do not get our missional philosophy, hence a subsequent decision to escalate for someone from their campus to interview them.

NOTES: Please address specifics for any checked item to assist in escalated interview:

Thank you for your participation in the Member Process as a leader of Mars Hill Church and a partner in the gospel.