



## IDEAS AND PROCESSES FOR FINDING A KIDS HOPE USA DIRECTOR

### Director Search Process:

- Pray for God to bring a director candidate to your program.
- Place an article in church media (newsletter, media board, social media or website) regarding the need for a Kids Hope USA director. See *Article for Church Media* document.
- Make an announcement from the pulpit or show a brief video during worship.
- Post flyers in the building or distribute to adult small group leaders. See *Director Recruitment Poster/Flyer*.
- Reach out to hand-selected church members as potential directors:
  - Retired educators or school personnel
  - Former or current small group teachers
  - Someone with strong organizational skills
  - Recent retirees looking for a place to plug in – don't overlook men
- Consider having two co-directors to lighten the load. This provides an environment for team comradery and a good on-going support system and program continuation should one of the directors need to step away. It's a great opportunity for friends to work on a mission together.
- If you have an existing Kids Hope USA program and are replacing a director, secure a list of current and former mentors and prayer partners from the former director. Reach out to see if they might be interested in the position or if they're willing to serve on a director search committee. Seek their assistance in talking with interested parties and encourage them to be praying.

### Application/Interview Process:

These tools are for assisting you with the responsibility of having a properly screened director who will most likely also serve as a mentor. They are for your purposes and if used, should be kept in a secured file:

- Share the following with director prospects: *What is a KHUSA director* document, *Why I love being a Kids Hope USA Director* video, and *Kids Hope USA Director Application*.
- Use the *Interview Questions* and *Personal Reference Form*.
- Once a director is selected, reach out to your contact at Kids Hope USA with the name and contact information of the director so they can be registered for online director training and do the good work of serving students in your community.
- Announce the director to the congregation and ask them to pray for the program leadership and volunteers. Thank the Lord for His faithfulness.