**EDGE Mentoring Prospective Member Interview Form/Process**

**Please return to: ray@truthatwork.org**

**Name of EDGE Mentee Prospect \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date of Interview \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Interviewer Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Step 1 :**

Prior to the interview, the EDGE team will prepare for Interview by reviewing the prospective Mentee’s registration/application information completed at the EDGE website..

If the interview goes well, and both the EDGE team member and the prospective Mentee feel there is a good fit, the interviewer will make a recommendation for approval into the EDGE Program, and that an approved EDGE Mentor will be following up with them via phone call in the near future to make a connection.

**Step 2 :**

**Conducting the interview**

* Interviewer will review the prospective Mentee’s application answers, along with their testimony and look for the clarity of a personal relationship with Christ
* Interviewer will be looking for the certainty and strength of interest in the EDGE model
* Interviewer will be discerning as much as possible the prospective Mentee’s level of seriousness about making a strong commitment to the EDGE program.

**Interview Questions**:

* Tell me why EDGE is of interest to you?

Answer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* If selected to participate, one year from now how would you measure success of the program for you?

Answer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* What value or “unique contribution” do you see yourself bringing to the group?

Answer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* Commitment to being an active participant in the program is essential element to the EDGE model’s success. Tell me your view on the importance of EDGE Members being committed to being on the calls and your thoughts on your personal schedule and availability.

 Answer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* How will you help the members of your group grow closer to the Lord, and to one another, even though you may not all know each other in the early days and likely will be from different parts of the country?

Answer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* Transparency and authenticity are hallmarks of success to EDGE. Share with me your thoughts on how important you think this would be in your EDGE Group?

 Answer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* If for any reason, after a few months your group is not “gelling,” or for whatever reason you are not connecting with your Mentor, will you communicate this with the EDGE leadership so that we can match you with another group and Mentor, as opposed to you just slipping away without us being able to help you stay connected?

 Answer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* How interested would you anticipate being in getting together with your group face to face on occasion?

Answer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* What do you think would be the most important traits for group Members to practice/model?

Answer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* What questions do you have?

Other questions / answers from interview:

**Interviewer Comments that will be provided back to EDGE staff after interview:**

**Based on your interview with this EDGE Mentee candidate:**

1. **Do you recommend this individual be approved to participate in EDGE? Why or why not?**
2. **Do you have any reservations whatsoever about this person participating? Why or why not?**
3. **Do you sense this person will make a legitimate commitment to the program? Why or why not?**
4. **Is this person able to pay their own annual dues of $500 or do they need assistance?**
5. **Did you sense any hesitancy from this person regarding the annual dues or them understanding why there are costs involved?**

**Other comments/thoughts EDGE should know:**

FAQ’s

What if I don’t really “hit it off” with my Mentor and/or EDGE Group?

Even though we have a thorough and diligent process of matching EDGE Mentees and Mentors, we are dealing with human beings and not machines here, so we understand it is a possibility, that personalities and individuals don’t always make a strong long term connection. And the last thing we would ever want is for you, or any of the EDGE Mentees for that matter, to be locked into a situation that is not working or bringing value. It does and will take time for the relationships to develop to a strong point, so we do ask for the initial up front 1 year commitment to give it a real chance to happen. If after that first year it simply is not working out, and if you desire to continue participating, we will absolutely work to get you matched with a different Mentor and / or group.

Part of the reason we work slowly in the early part of the process is so that we can take a good look at each EDGE Mentee candidate, and prayerfully try to match them with a highly qualified EDGE Mentor. We are not in a hurry to automatically put folks together, so the diligent process is designed to greatly enhance our odds of making good matches.

How much does the program cost?

The annual cost of the program is $500- but for those with financial challenges, there are available scholarship funds. EDGE does require however, that all participants pay something to participate, as it is very important that all participants have some “skin in the game.”

Where does the money go?

This is a great and very important question. We have made a commitment to make this a “world class” experience, and to keep the costs of participating in the program as absolutely low as possible. However, very significant financially resources have already been invested in building the EDGE portal website, and we will continue to do so. Additionally, in order to continue to enhance the program itself, as well as continue to expand its scope and impact, candidly it will take ongoing financial resources.

This is a breakdown of where the$500 annual dues goes:

$300/yr ($25/month)- toward ongoing development costs of the EDGE program (website/administrative,etc.)

$100/yr- books / materials

$100/yr- covers admission to annual EDGE 2 day conference

 To this point, the EDGE program has been funded thru “seed funding” from a few donors who are committed to see the program grown and expand. Those donors also want to see EDGE grow to the point where it is financially “self-sustaining,’ being able to stand on its own with the Members dues/fees providing a significant percentage of the operating budget. It is EDGE’s desires to have a full time staff person to handle the day to day responsibilities of running the program.

It is also important that EDGE participants at some point have “skin in the game.” We have found it is very important that in order for someone to take this program seriously, like anything else, they need to make a commitment and investment of their time, talent, treasure.

We have made a commitment that we will not allow lack of financial resources prevent someone from participating who is serious about it, and who will keep all the necessary commitments of participating in the EDGE program. So EDGE has made the commitment to always having scholarship opportunities available. It is important that all EDGE Mentees are paying something to participate, according to their ability.

How long is my commitment to the EDGE program?

The initial up front commitment is for 1 year. We need to make sure a very serious commitment is made up front to give the relationships adequate time to develop. At the end of the first year, EDGE Mentees can determine if they want to continue participating. Each commitment to “renew” is for one year at a time.

Will the group ever meet face to face?

Each EDGE group will determine as a group whether they want to pull together for a face to face gathering, conduct retreats, mission trips, etc. EDGE Mentees will be invited to attend an annual 2 day conference as well.

Can I make recommendations to some of my friends/associates to possibly consider participating in EDGE?

Absolutely- just have them apply at www.edgementoring.com

Is there an EDGE program for women?

There is a strong need/demand for this, and yes we are working on it. At this time, we are looking at probably the Spring of 2012, and we are in the process of building a separate name/brand, imagery, website, etc.