**We appreciate your interest in the Executive Director position at Kenya Hope.**

Please help us get to know you better by sharing your responses to some initial questions. The completed questionnaire should be submitted via email to [susan.delauter@srgexpress.com](mailto:susan.delauter@srgexpress.com). Questionnaires are due back to Specialized Recruiting Group no later than February 28, 2025. Phone interviews will be scheduled with selected candidates as questionnaire responses are received, with phone interviews will be scheduled through March 10, 2025. Second round interviews will be in-person, with additional interviews and final selection in the following weeks. Thank you for taking the time to submit this questionnaire for consideration of this role.

1. Please share your personal faith journey or testimony of God’s work in your life.
2. Describe your experience working with Christian organizations and how your faith aligns with the mission of Kenya Hope?
3. Please provide examples of successful fundraising campaigns you have led or been a part of. What strategies did you use to cultivate and maintain donor relationships?
4. What experience do you have with overseeing financial operations, including budgeting and resource management, in a non-profit setting?
5. What is your approach to strategic planning, and how do you involve key stakeholders in developing and executing strategic goals?
6. Kenya Hope operates internationally. What experience do you have managing projects and teams across different countries or cultures, and how would you approach this role with a focus on Kenya?
7. How does your personal faith in Christ influence your approach to leadership, especially in a Christian non-profit setting?
8. How do you handle unexpected challenges or changes in the work environment, especially when dealing with competing priorities or limited resources?
9. Describe a time when there was tension among team members or volunteers in a ministry setting. How did you step in to help de-escalate the situation and foster reconciliation?
10. We are on a strict hiring timeline as stated above. Do you have any conflicts with the stated timeline? *(This will not automatically preclude you from consideration – we may be able to be flexible if we are aware of conflicts in advance.)*

**Thank you again for your time! Please return via email to susan.delauter@srgexpress.com.**