

Want to Serve on Faculty for Mount Hermon?

If you're interested in serving on faculty for the Mount Hermon Christian Writers Conference, please review the following qualifications, requirements, and preferences that we focus on when we consider whom to invite to apply and which applicants to select.

Qualifications

To be chosen to serve as faculty at Mount Hermon, you must:

- have background/knowledge/experience in the Christian publishing industry that establishes you as an expert in your field/area
- offer something that fits into our program—either a staple (like writing fiction or nonfiction) or something unique and attractive. With standard topics, for which we typically get numerous applicants, we choose the instructor who's most qualified or most well known. For unique topics, we choose the ones that best fit into our program considering the other topics we have to choose from that year.
- agree with a standard Christian Statement of Faith.
- have moral integrity that is above reproach

Preferences

Our faculty selection process strongly favors those who:

- have extensive experience teaching at conferences (preferably writers' conferences) so they understand what's involved in being a faculty member and serving conferees
- have attended a Mount Hermon writers' conference at least once (preferably multiple times). Because Mount Hermon is different from other writers' conferences in many ways, our faculty needs to be familiar with the details. Not only so you understand what your responsibilities are, but also because new attendees will be asking questions and expecting you to have the answers.
- have a well-known name and reputation that will attract aspiring and established writers to want to attend the conference because that person is on our faculty
- are recommended by people who know the Mount Hermon writers conference
- understand our goals of providing an environment that's conducive for the Holy Spirit to make divine connections
- are agents or represent publishing houses or magazine publishers who can help get writers published

Additional Requirements

While the following things can't always be determined in advance, we do consider them from the perspective of prior dealings with the Mount Hermon writers conference and recommendations from other conference directors or faculty members.

- a love for the Lord and for writers

- an encouraging spirit. This is an absolute must. All of us were first-timers once. Remembering how that felt helps an industry professional connect with conferees in a way that comes across as encouraging, not discouraging. Regardless of where people are at on the writing journey, they need to know there's hope if they take the right next steps.
- a servant's heart. No matter how qualified, popular, or well-known someone is, we will only bring him on board if selflessly helping writers achieve the goals that God has placed on their hearts is a higher priority to him than promoting his own products, business, or agenda. Your job is to serve, not self-promote.
- a humble spirit. Serving on faculty is a privilege, not a right. We want people who are "team players," not "celebrities."
- trustworthy dependability. We understand your schedule is crazy. But if we ask for a form to be completed by a certain date, your cooperation and prompt response means we don't have to ask again, taking time away from other duties. It also tells us you will be conscientious in all other aspects of serving on the Mount Hermon writers conference faculty.
- a gracious and understanding spirit. Things don't always go as planned. Glitches happen. Changes require shifting. A lengthy task list sometimes causes details to be overlooked. We want you to speak up if you notice or experience a problem. But demonstrating flexibility and support goes a long way toward a solid working relationship.

If you meet these requirements, email the director, [Kathy Ide](#), sending your bio, a link to your website, and a description of your speaking experience (including topics taught, where, and when). Once we confirm your qualifications, we will send you a link to our online faculty application so you can submit more details, including a list of titles and descriptions of the sessions and/or workshops you'd like to teach. Please understand, we receive far more applications than we can fit in one conference. But if you're not chosen for one year, you may be considered for another one.

Our conference always takes place over Palm Sunday weekend. The Pre-conference Mentoring Clinics begin with dinner on the previous Wednesday and end on Friday at lunch; the main conference goes from Friday lunch through Monday breakfast, with a faculty meeting the Thursday evening before the start of the conference. Please only apply if you are confident you will be able to attend the full conference.

If you don't have extensive experience speaking at writers' conferences, you may wish to consider applying for a faculty position at the SoCal Christian Writers' Conference, which I also direct. Since this is a new conference, we don't have all of the requirements that Mount Hermon has.

If you've never been to a Mount Hermon Christian Writers Conference, I encourage you to attend to see what makes this event unique and experience Mount Hermon from the other side of the podium. While you're there, I hope you'll connect with me so we can chat about how you might fit into our faculty in the future.