

## **GUIDELINES TO STAFF APPLICATION**

The following training and experience is required for staff applicants:

1. Completion of the DTS
2. Completion of SOE, another secondary-level school in YWAM, or three years as YWAM Staff

In order for us to process your application, we must receive the following items:

- 1. Staff Application.** Please answer every question (if it doesn't apply to you, write N/A).
- 2. Supplemental Questions.** Please prayerfully and concisely answer the following questions on a separate piece of paper. Please print or type.

- A. What is your present relationship and devotional life with the Lord like?
- B. How did you first come into contact with YWAM?
- C. Who or what influenced you to apply to YWAM Minneapolis?
- D. What do you think are your callings and gifts?
- E. What expectations do you have about serving at YWAM Minneapolis?
- F. How does your family and church feel about your desire to join staff?
- G. Have you had any ministry experience out of YWAM?
- H. Please list the names and addresses of your references.

- 3. Reference Forms.** Please fill out the top portion of each reference form and give one to your pastor or spiritual leader and one to a YWAM Leader. Please give each reference a stamped and addressed envelope.

- 4. Mail Forms To:** YWAM Personnel - P.O. Box 268 - Rockford, MN 55373

### **For those coming from another base:**

We want to walk in the full anointing of YWAM. For those who come to YWAM Minneapolis from another YWAM ministry or school, the following things must have taken place:

1. If you have any outstanding financial commitment to your current YWAM base (staff dues, tuition, outreach fees, etc.), you must obtain permission from that base to come to Minneapolis and payment arrangements satisfactory to all parties must be made.
2. All efforts must be made to leave your current base on good terms. All unresolved issues must be addressed before you will be accepted to YWAM Minneapolis.

### **Ethical Standard for Staff**

1. Maintain a disciplined work ethic.
2. Abide in a spirit of cooperation and respect for leadership.
3. Exercise authority in a spirit of humility, love, and servanthood.
4. Manage personal and base finances with the utmost responsibility and integrity.
5. Walk in moral, ethical, and sexual purity.
6. (For couples and parents) Conduct themselves in their marital and parental relationships in a manner consistent with the character of Christ.
7. Faithfully represent the principles of YWAM as expressed in the YWAM Foundational Values and the YWAM Statement of Faith.



(Please Place Photo above)

Name \_\_\_\_\_  
(First) (Middle) (Last/Family)

Phone (\_\_\_\_\_) \_\_\_\_\_ E-mail Address \_\_\_\_\_

Address \_\_\_\_\_ until \_\_\_\_\_  
\_\_\_\_\_

Permanent Address (if different) \_\_\_\_\_

Sex \_\_\_\_\_ Height \_\_\_\_\_ Weight \_\_\_\_\_ Country of Citizenship \_\_\_\_\_

Predominant Ethnic Background (see key at right): \_\_\_\_\_

- |                             |                    |
|-----------------------------|--------------------|
| 1-Asian or Pacific Islander | 2-Hispanic         |
| 3-Native American           | 4-African American |
| 5-Caucasian /North American | 6-Other _____      |

Birthdate \_\_\_\_\_ Age \_\_\_\_\_ Birthplace \_\_\_\_\_  
(Month/Day/Year) (City) (State/Province) (Country)

Passport # \_\_\_\_\_ Expires \_\_\_\_\_

Name \_\_\_\_\_ Social Security# \_\_\_\_\_  
(Give full name as it appears on passport)

Driver's License # \_\_\_\_\_ State \_\_\_\_\_ Type of License \_\_\_\_\_

Languages (please indicate proficiency i.e. spoken, written etc.) \_\_\_\_\_  
\_\_\_\_\_

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**IN CASE OF EMERGENCY CONTACT**

Name \_\_\_\_\_ Relationship \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

Phone (\_\_\_\_\_) \_\_\_\_\_

**EDUCATION / EMPLOYMENT / SKILLS**

High School, Secondary School, College, University, or Seminary Attended

Name	Location	Dates Attended	Degree

YWAM Training

YWAM School	Lecture Phase Location	Outreach Phase Location	Dates Attended

Are you currently in school? If so, specify. \_\_\_\_\_

Are you currently employed? If so, please list your present employer. \_\_\_\_\_

Occupation \_\_\_\_\_

Other Occupational Skills \_\_\_\_\_ Years Exp. \_\_\_\_\_

\_\_\_\_\_ Years Exp. \_\_\_\_\_

Musical Abilities/Other Talents \_\_\_\_\_

Have you ever been on YWAM staff?    Yes    No

If yes, what was your position, location, and dates of service? \_\_\_\_\_

\_\_\_\_\_

How long do you anticipate wanting to serve here? \_\_\_\_\_

Are you an ordained or licensed minister?    Yes    No    If so, explain. \_\_\_\_\_

**FINANCIAL INFORMATION**

It is recommended that single staff raise at least \$500 in monthly support.

How much monthly pledged support do you have? \_\_\_\_\_

If you do not have monthly support, how do you plan to support yourself if accepted? \_\_\_\_\_

\_\_\_\_\_

Do you have any outstanding debts? If so, explain. \_\_\_\_\_

Will your debt interfere with your commitment? \_\_\_\_\_

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**HEALTH INFORMATION**

Do you have medical insurance?    Yes      No

Medical Insurance Co. \_\_\_\_\_ Ins. # \_\_\_\_\_

Are you now under doctor's care for any condition?    No    Yes \_\_\_\_\_

Are you taking any medication at this time?    No    Yes \_\_\_\_\_

Do you have any physical handicaps or health conditions which require special attention?

No    Yes \_\_\_\_\_

Do you have a history of emotional instability or psychiatric treatment?    No    Yes \_\_\_\_\_

\_\_\_\_\_

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**CONSENT FOR TREATMENT**

In case of an emergency, I hereby agree to the performance of such treatment, anaesthetics, and operations the attending physician or doctor may deem necessary.

Signature \_\_\_\_\_ Date \_\_\_\_\_

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**DECLARATION OF INTENT AND RELEASE OF LIABILITY**

I hereby declare my intention to join the staff of YWAM Minneapolis. If accepted, I agree to abide by the ethical standard and financial requirements as outlined in the handbook. I release YWAM Minneapolis, it's staff, agents, and volunteers from any liability whatsoever arising out of injury damage, death, or loss which may be sustained by myself or minors under my care during the course of my involvement with YWAM Minneapolis.

Signature \_\_\_\_\_ Date \_\_\_\_\_

# PASTOR, YOUTH PASTOR, OR SPIRITUAL MENTOR'S REFERENCE FORM

TO THE APPLICANT: Please complete the information below and provide the person who will fill out this reference with a stamped envelope addressed to YWAM Personnel - P.O. Box 268 - Rockford, MN 55373.

Name of Applicant \_\_\_\_\_ Phone (\_\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

To ensure an honest reference, we ask you to consider signing the following waiver:

"I waive any right I have to read or obtain copies of this information." Signature \_\_\_\_\_

The above applicant has applied to join staff at Youth With A Mission, Minneapolis. Founded in 1960, YWAM is an international, interdenominational Christian missions organization. Serious consideration will be given to your comments, so we would greatly appreciate your careful and thoughtful completion of this form. All evaluations will be kept in strict confidence, and will not be shown to the applicant if the above waiver has been signed. Your response within seven days would be most appreciated. If you have any questions or input, please do not hesitate to contact us. Thank you for your assistance.

Name (please print) \_\_\_\_\_ Phone (\_\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_ E-mail \_\_\_\_\_

What is your relationship with the applicant?   Pastor   Youth Pastor Leader   Spiritual Leader

In what situations have you observed the applicant? \_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_ years \_\_\_\_\_ months

How well do you know the applicant?   Very well   Well   Casually

1. Which of the following would best describe the applicant's Christian experience?

Mature   Contagious   Genuine and Growing   Over-emotional   Superficial

Comments: \_\_\_\_\_

2. With reference to the applicants Christian service, is he/she:   Dedicated   Average   Casual

Comments: \_\_\_\_\_

3. Does the applicant display high moral standards?   Yes   No Please explain. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

4. To the best of your knowledge, is the applicant prejudice against races, genders, or nationalities? \_\_\_\_\_

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5. What do you see as one of the applicant's strong points? Include special abilities. \_\_\_\_\_

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6. What do you see as one of the applicants weak points? Is the applicant aware of it? \_\_\_\_\_

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7. Does the applicant have present responsibilities or commitments in the church? If so, please describe.

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4. Has the applicant been faithful in the fulfillment of these responsibilities? \_\_\_\_\_

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9. In what capacity do you think the applicant would best function? \_\_\_\_\_

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10. Has the applicant shown initiative in being involved in church outreach programs? \_\_\_\_\_

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11. What has been the level of commitment you have seen the applicant exemplify? \_\_\_\_\_

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12. Is there any indication that the applicant is applying due to a significant desire to:   Travel  
 Escape a difficult personal, family, or vocational situation   Receive help, ministry, or discipleship

If so, please give details. \_\_\_\_\_

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13. Has the applicant proven on any occasion to be unreliable, dishonest, or of questionable character? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

14. If the applicant is married, how would you describe their marital relationship? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

15. If the applicant has children, how would you describe the relationship with their children? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

16. Can you give any information concerning the home condition or family background? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

17. Has the applicant ever been a source of dissension or disunity in the church?  Yes  No  
If so, please explain. \_\_\_\_\_  
\_\_\_\_\_

18. What has been the congregation/groups response to the applicant as a potential missionary?  
 Enthusiastic  Warm  Indifferent  Cool  
Please explain. \_\_\_\_\_  
\_\_\_\_\_

19. Is your congregation/group standing behind the applicant with enthusiasm and prayer? \_\_\_\_\_  
\_\_\_\_\_

20. Would you recommend the applicant for acceptance?  Yes  With some reservations  No  
Please explain. \_\_\_\_\_  
\_\_\_\_\_

21. If your recommendation is to accept the applicant on staff, would you offer any pastoral counsel to us in helping the applicant? \_\_\_\_\_  
\_\_\_\_\_

22. Additional Comments:

Rate the applicant's effectiveness as a:

	Excellent	Good	Developing	Weak	No Observation
Speaker					
Teacher					
Organizer					
Discipler					
Motivator					
Innovator					
Support Leader					
Children's Worker					
Youth Worker					
Evangelist					
Counselor					
Worship Leader					

Comments: \_\_\_\_\_  
 \_\_\_\_\_

Please check the following and comment as necessary:

- |                          |  |                                  |  |
|--------------------------|--|----------------------------------|--|
| Mental Ability           | <input type="checkbox"/> Quick to comprehend                         | <input type="checkbox"/> Average | <input type="checkbox"/> Slow                    |
| Industry                 | <input type="checkbox"/> Hard worker                                 | <input type="checkbox"/> Average | <input type="checkbox"/> Lacks persistence       |
| Reliability              | <input type="checkbox"/> Meets obligations                           | <input type="checkbox"/> Average | <input type="checkbox"/> Neglects obligations    |
| Teamwork                 | <input type="checkbox"/> Works well with others                      | <input type="checkbox"/> Average | <input type="checkbox"/> Often causes friction   |
| Flexibility              | <input type="checkbox"/> Open to change                              | <input type="checkbox"/> Average | <input type="checkbox"/> Unyielding              |
| Christian Character      | <input type="checkbox"/> Well balanced                               | <input type="checkbox"/> Average | <input type="checkbox"/> Unstable                |
| Disposition              | <input type="checkbox"/> Cheerful                                    | <input type="checkbox"/> Average | <input type="checkbox"/> Passive                 |
| Punctuality              | <input type="checkbox"/> Punctual                                    | <input type="checkbox"/> Average | <input type="checkbox"/> Often late              |
| Financial Responsibility | <input type="checkbox"/> Honors obligations <input type="checkbox"/> | <input type="checkbox"/> Average | <input type="checkbox"/> Neglectful              |
| Involvement              | <input type="checkbox"/> Seeks opportunities                         | <input type="checkbox"/> Average | <input type="checkbox"/> Passive                 |
| Servanthood              | <input type="checkbox"/> Alert and responsive to needs               | <input type="checkbox"/> Average | <input type="checkbox"/> Lacking                 |
| Expression of Feelings   | <input type="checkbox"/> Tactful                                     | <input type="checkbox"/> Average | <input type="checkbox"/> Does not express well   |
| Self Discipline          | <input type="checkbox"/> Models a disciplined life                   | <input type="checkbox"/> Average | <input type="checkbox"/> Lacks needed discipline |
| Perseverance             | <input type="checkbox"/> Able to overcome                            | <input type="checkbox"/> Average | <input type="checkbox"/> Gets bogged down        |
| Workmanship              | <input type="checkbox"/> Strives for quality                         | <input type="checkbox"/> Average | <input type="checkbox"/> Rushes through          |
| Planning/Goal Setting    | <input type="checkbox"/> Able to follow through                      | <input type="checkbox"/> Average | <input type="checkbox"/> Unable or unsure how to |

Comments: \_\_\_\_\_  
 \_\_\_\_\_

Your Signature \_\_\_\_\_ Date \_\_\_\_\_

PLEASE RETURN FORM TO: YWAM Personnel - P.O. Box 268 - Rockford, MN 55373-0268

## YWAM LEADER'S REFERENCE FORM

TO THE APPLICANT: Please complete the information below and provide the person who will fill out this reference with a stamped envelope addressed to YWAM Personnel - P.O. Box 268 - Rockford, MN 55373.

Name of Applicant \_\_\_\_\_ Phone (\_\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

To ensure an honest reference, we ask you to consider signing the following waiver.

"I waive any right I have to read or obtain copies of this information." Signature \_\_\_\_\_

The above applicant has applied to join staff at Youth With A Mission, Minneapolis. Serious consideration will be given to your comments, so we would greatly appreciate your careful and thoughtful completion of this form. All evaluations will be kept in strict confidence, and will not be shown to the applicant if the above waiver has been signed. Your response within seven days would be most appreciated. Thank you for your assistance.

Name (please print) \_\_\_\_\_ Phone (\_\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_ E-mail \_\_\_\_\_

Where have you observed the applicant?

in DTS     in SOE/SOSM     on outreach     as YWAM staff     socially     other \_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_ years \_\_\_\_\_ months

How well do you know the applicant?     Very well     Well     Casually

1. Which of the following would best describe the applicant's Christian experience?

Mature     Contagious     Genuine and Growing     Over-emotional     Superficial

Comments: \_\_\_\_\_

2. With reference to the applicants Christian service, is he/she:     Dedicated     Average     Casual

Comments: \_\_\_\_\_

3. Does the applicant display high moral standards? Yes No Please explain. \_\_\_\_\_

\_\_\_\_\_

5. Were the applicants schools and outreaches completed to your satisfaction? Yes Partially  
No

Comments: \_\_\_\_\_

\_\_\_\_\_

6. Would you enjoy supervising this person in work? Yes No Comments: \_\_\_\_\_

\_\_\_\_\_

6. To the best of your knowledge, is the applicant prejudice against races, genders, or nationalities? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

7. What do you see as one of the applicant's strong points? Include special abilities. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

8. What do you see as one of the applicants weak points? Is the applicant aware of it? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

9. Has the applicant been faithful in the fulfillment of responsibilities? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

10. In what capacity do you think the applicant would best function? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

11. Is there any indication that the applicant is applying due to a significant desire to:   Travel  
 Escape a difficult personal, family, or vocational situation   Receive help, ministry, or discipleship

If so, please give details. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

12. Has the applicant proven on any occasion to be unreliable, dishonest, or of questionable character? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

13. Is the applicant compatible as someone to live with?   Yes   No   Unsure

Comments: \_\_\_\_\_  
\_\_\_\_\_

14. If the applicant is married, how would you describe their marital relationship? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

15. If the applicant has children, how would you describe the relationship with their children? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

16. Was the applicant been a source of dissension or disunity while in YWAM?   Yes   No

If so, please explain. \_\_\_\_\_  
\_\_\_\_\_

17. Does the applicant display an ability and willingness to work on a team? \_\_\_\_\_

\_\_\_\_\_

18. What is the applicants attitude toward authority? \_\_\_\_\_

\_\_\_\_\_

19. Would you recommend the applicant for acceptance?   Yes   With some reservations   No

Please explain. \_\_\_\_\_  
\_\_\_\_\_

20. If your recommendation is to accept the applicant on staff, would you offer any counsel to us in helping the applicant? \_\_\_\_\_

\_\_\_\_\_

Rate the applicant's effectiveness as a:

	Excellent	Good	Developing	Weak	No Observation
Speaker					
Teacher					
Organizer					
Discipler					
Motivator					
Innovator					
Support Leader					
Children's Worker					
Youth Worker					
Evangelist					
Counselor					
Worship Leader					

Comments: \_\_\_\_\_

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Please check the following and comment as necessary:

- |  |   |                                  |  |
|--|---|----------------------------------|--|
| Mental Ability                           | <input type="checkbox"/> Quick to comprehend                          | <input type="checkbox"/> Average | <input type="checkbox"/> Slow                    |
| Industry                                 | <input type="checkbox"/> Hard worker                                  | <input type="checkbox"/> Average | <input type="checkbox"/> Lacks persistence       |
| Reliability                              | <input type="checkbox"/> Meets obligations                            | <input type="checkbox"/> Average | <input type="checkbox"/> Neglects obligations    |
| Teamwork                                 | <input type="checkbox"/> Works well with others                       | <input type="checkbox"/> Average | <input type="checkbox"/> Often causes friction   |
| Flexibility                              | <input type="checkbox"/> Open to change                               | <input type="checkbox"/> Average | <input type="checkbox"/> Unyielding              |
| Christian Character                      | <input type="checkbox"/> Well balanced                                | <input type="checkbox"/> Average | <input type="checkbox"/> Unstable                |
| Disposition                              | <input type="checkbox"/> Cheerful                                     | <input type="checkbox"/> Average | <input type="checkbox"/> Passive                 |
| Punctuality                              | <input type="checkbox"/> Punctual                                     | <input type="checkbox"/> Average | <input type="checkbox"/> Often late              |
| Financial Responsibility                 | <input type="checkbox"/> Honors obligations                           | <input type="checkbox"/> Average | <input type="checkbox"/> Neglectful              |
| Involvement                              | <input type="checkbox"/> Seeks opportunities                          | <input type="checkbox"/> Average | <input type="checkbox"/> Passive                 |
| Servanthood                              | <input type="checkbox"/> Alert and responsive to needs                | <input type="checkbox"/> Average | <input type="checkbox"/> Lacking                 |
| Expression of Feelings                   | <input type="checkbox"/> Tactful                                      | <input type="checkbox"/> Average | <input type="checkbox"/> Does not express well   |
| Self Discipline <input type="checkbox"/> | <input type="checkbox"/> Models a disciplined life                    | <input type="checkbox"/> Average | <input type="checkbox"/> Lacks needed discipline |
| Perseverance                             | <input type="checkbox"/> Able to overcome                             | <input type="checkbox"/> Average | <input type="checkbox"/> Gets bogged down        |
| Workmanship                              | <input type="checkbox"/> Strives for quality                          | <input type="checkbox"/> Average | <input type="checkbox"/> Rushes through          |
|  | Planning/Goal Setting <input type="checkbox"/> Able to follow through | <input type="checkbox"/> Average | <input type="checkbox"/> Unable or unsure how to |

Comments: \_\_\_\_\_

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Your Signature \_\_\_\_\_ Date \_\_\_\_\_

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