

YWAM Heartland

Guide To Completing The Staff Application

Thank you so much for your interest in our ministry and your consideration of joining our staff. Any applicant for the ministry here must:

- ___ 1. Fill out the Staff Application.
- ___ 2. Have DTS school forms transferred or write out the following:
 - (a) Please describe your conversion experience and present spiritual relationship with the Lord.
 - (b) What areas of your character are you presently seeking God to further develop and improve?
 - (c) Please describe your spiritual and/or ministry goals.
 - (d) Please describe areas of ministry, service, leadership experience, gifts and abilities.
- ___ 3. Fill out the Personal Profile Form.
- ___ 4. Have your most recent YWAM leader fill out a reference form.
- ___ 5. Send the enclosed letter to your pastor.

After this process the applicant will be welcome, upon the approval of the leadership, for a 3 month bonding period if previously on staff with YWAM elsewhere, or if not, then a 6 month bonding period. At the end of this period there will be a time of evaluation as to whether or not the individual should continue on for a suggested commitment of at least 2 years.

If YWAM Heartland seems to be the center to which God is leading you, please continue to correspond with us so that we can then pray more specifically about any arrangements. God bless you as you seek His counsel and guidance! Return application to:

Send all forms to:

YWAM Heartland 8919 M-150 Hwy, Kansas City, MO 64149
(816) 645-6608 YWAMHeartland.com E-mail: contact@ywamheartland.com

YWAM Heartland – Kansas City Staff Application

Name of Applicant _____ Date _____

Date DTS Completed _____ School Location _____

School Leader/Small Group Leader _____

Recent YWAM Experience (besides DTS) _____

When	Where
Ministry	Leader

PERSONAL INFORMATION

E-mail Address _____

Mailing Address _____

Street/PO Box	City	State/Province
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Zip (postal) Code	Country	Phone Number
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Permanent Address _____

Street/PO Box	City	State/Province
---------------	------	----------------

Zip (postal) Code	Country	Phone Number
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Age ___ Birth date _____ Sex ___ Male ___ Female Height _____ Weight _____

Mo./Day/Year

Nationality _____ Education _____

Marital Status ___ Single ___ Married ___ Separated ___ Divorced ___ Engaged ___ Remarried

Spouse's Name _____ Birth date _____

Mo./Day/Year

Children, if any (age and sex) _____

Will any be coming to YWAM Heartland with you? ___ Yes ___ No Please specify _____

Social Security # _____	Driver's License # _____	Type _____
Passport # _____	Date of Expiration _____	

Home Church _____

Name	Address	Phone Number
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Pastor's Name _____

Occupational Skills _____

Musical abilities or any other talents _____

Please list the area (or combination of areas) in which you are most interested in working. Label them 1, 2, and 3, in order of preference. _____

What length of time do you plan to be with YWAM Heartland? _____

Date available to begin _____

Briefly explain your long-term vision. _____

Please explain how you intend to meet your financial obligations while with YWAM Heartland. ____

I have completed all portions of this application, and, if accepted by YWAM Heartland, I will abide by the spirit, rules, and schedule of the organization. I also recognize I will be in a 3 or 6 month internship prior to making further commitments.

Signature _____ Date _____
Mo./Day/Year

CONSENT FOR TREATMENT

I/We hereby agree to the performance of such treatment, anesthetic, and operations that, in the opinion of the attending physician, are deemed necessary on the above named person.

Applicant's Signature _____ Date _____

Parent/Guardian Signature _____ Date _____

LIABILITY RELEASE

I/We hereby release YWAM HEARTLAND, its agents, employees, and volunteer assistants from any liability whatsoever arising out of any injury, damage, or loss which may be sustained by said person during the course of involvement with YWAM Heartland.

Applicant's Signature _____ Date _____

Parent/Guardian Signature _____ Date _____

Confidential Reference Form For Staff Applicants

This form is to be completed by your most recent YWAM leader.

_____ has applied to be a part of the YWAM Heartland Staff.
Name

Mail completed form to: YWAM Heartland, 8919 M-150 Hwy, Kansas City, MO 64149

- 1) Evaluation of applicant's emotional & spiritual maturity. A servant of Christ must be able to accommodate himself readily to unaccustomed living conditions and new social situations. Adjustments may have to be made as to diet, social customs, customs, climate changes, etc. Keeping in mind the challenges of these demands, please rate this Applicant by placing a check under each of the following categories.

PHYSICAL CONDITION

- Frequently incapacitated
- Somewhat below par
- Fairly healthy
- Good health

ATTRACTIVENESS

- Avoided by others
- Tolerated by others
- Liked by others
- Well liked by others

WILLINGNESS TO SERVE

- Reluctant to serve
- Motives confused
- Usually willing to serve as needed
- Eager to serve as needed

EMOTIONAL RESILIENCE

(To trying situations)

- Gets angry, impulsive
- Withdraws
- Gets discouraged easily
- Meets constructively

TEAMWORK

- Frequently causes friction
- Insists on having own way
- Usually cooperative
- Works well with others

ACHIEVEMENT

- (ability to formulate, execute, & carry plans to conclusion)
- Starts but doesn't finish
 - Does only what's assigned
 - Meets average expectations
 - Superior creative ability

LEADERSHIP

(ability to inspire others & maintain their confidence)

- Makes no effort to lead
- Tries but lacks ability
- Has some leadership promise
- Unusual ability to lead

RESPONSIVENESS

(to the feelings and needs of others)

- Slow to sense how others feel
- Reasonably responsive
- Understanding & thoughtful
- Usually responsive

INTELLIGENCE

- Learns & thinks slowly
- Average mental ability
- Alert, has a good mind
- Brilliant, exceptional

CHURCH EXPERIENCE

- Remains remote, on fringe
- Relatively involved
- Involved
- Strongly committed & active
- In leadership

CHRISTIAN EXPERIENCE

- Relatively superficial
- Overemotional
- Genuine but mild
- Rich and growing
- Warmly contagious

- 2) Listed below are some of the qualities that describe a leader. Please use the letters W, D, A, M, or S to rate as follows: W=Weak; D=Developing; A=Average; M=Mature; S=Strong.

- | | | |
|--|---|---|
| <input type="checkbox"/> Positive, contagious spirit | <input type="checkbox"/> Assurance of God's calling | <input type="checkbox"/> Social poise |
| <input type="checkbox"/> Ability to motivate others | <input type="checkbox"/> Respect for strong convictions of others | <input type="checkbox"/> Self-confidence |
| <input type="checkbox"/> Teachable attitude | <input type="checkbox"/> Able to deal with interpersonal problems | <input type="checkbox"/> Ability to communicate clearly |
| <input type="checkbox"/> Able to receive criticism | | <input type="checkbox"/> Emotionally stable |
| <input type="checkbox"/> Able to make decisions | | |

3) Listed below are some of the tendencies that, if present, may reduce the effectiveness of a Christian worker. Please underline words or descriptions which may pertain to the Applicant.

- A. Impatient, intolerant, argumentative, domineering, "cocky" or critical of others
- B. Easily embarrassed, offended or discouraged
- C. Frequently worried, anxious, nervous or tense, given to moods
- D. Prejudiced toward groups, races, or nationalities
- E. Given to exclusive and absorbing infatuations
- F. Lacking humor, or in the ability to take a joke
- G. Unable to cope with stress, erratic in attitudes or actions

If the candidate seems relatively free from all such tendencies, check here _____.
If you have noted any of these or similar limitations in the Applicant, please specify on a separate sheet.

4) Is the Applicant financially responsible? _____
5) Please describe any physical limitations the Applicant may have that would affect his/her work assignment. _____

6) In what areas is the Applicant best suited to serve? _____

7) In your estimation should the Applicant be accepted to a staff position? __ yes __ no
Please explain. _____

8) What is your Leadership Relationship to the Applicant? _____

9) I have known the Applicant for _____ years _____ months.

SIGNED _____	DATE _____
NAME _____	PHONE (____) _____
ADDRESS _____	
Street	City/State Zip (postal) code

Personal Profile Form For Staff Applicants

1) Personal Evaluation As we give out similar forms to your former YWAM leader, we also want to give you the same opportunity to share with us about yourself. Please evaluate yourself by placing a check mark under each of the following categories.

PHYSICAL CONDITION

- Frequently incapacitated
- Somewhat below par
- Fairly healthy
- Good health

ATTRACTIVENESS

- Avoided by others
- Tolerated by others
- Liked by others
- Well liked by others

WILLINGNESS TO SERVE

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- Overemotional
- Genuine but mild
- Rich and growing
- Warmly contagious

Note: Please take time to explain in further detail any area you checked that you would like us to know about. (Use extra paper if needed)

2) Listed below are some of the qualities that describe a leader. Please use the letters W, D, A, M, or S to rate as follows: W=Weak; D=Developing; A=Average; M=Mature; S=Strong.

- | | | |
|--|---|---|
| <input type="checkbox"/> Positive, contagious spirit | <input type="checkbox"/> Assurance of God's calling | <input type="checkbox"/> Social poise |
| <input type="checkbox"/> Ability to motivate others | <input type="checkbox"/> Respect for strong convictions of others | <input type="checkbox"/> Self-confidence |
| <input type="checkbox"/> Teachable attitude | <input type="checkbox"/> Able to deal with interpersonal problems | <input type="checkbox"/> Ability to communicate clearly |
| <input type="checkbox"/> Able to receive criticism | | <input type="checkbox"/> Emotionally stable |
| <input type="checkbox"/> Able to make decisions | | |

Note: Use extra paper for comments.

3) Please underline words or descriptions which may pertain to you.

- A. Impatient, intolerant, argumentative, domineering, "cocky" or critical of others
- B. Easily embarrassed, offended or discouraged
- C. Frequently worried, anxious, nervous or tense, given to moods
- D. Prejudiced toward groups, races, or nationalities
- E. Given to exclusive and absorbing infatuations
- F. Lacking humor, or in the ability to take a joke
- G. Unable to cope with stress, erratic in attitudes or actions

Note: Use this space to explain any further detail.

4) Family Background

- A. Check one of the following that applies to you:
 - Mother and Father together
 - Mother and Father divorced or separated
 - Other _____

If the last two pertain to you, please explain how it has affected you. _____

B. Dysfunction in the home (past or present). Check any that apply.

- | | |
|--|---|
| <input type="checkbox"/> Alcohol abuse | <input type="checkbox"/> Eating disorder |
| <input type="checkbox"/> Verbal abuse | <input type="checkbox"/> Homosexuality |
| <input type="checkbox"/> Drug abuse | <input type="checkbox"/> Occultic practices |
| <input type="checkbox"/> Sexual abuse | <input type="checkbox"/> Other _____ |

- If you have checked any of the above, please explain on a separate sheet of paper how it has affected you personally.
- Have you felt the need for counseling regarding it? yes no
- If yes, please explain on a separate sheet of paper.

Thank you for your time to complete this application. We will believe God with you that His plans will be accomplished as you pursue your future with Him in missions!

REGARDING THE APPLICATION OF: _____

Dear Pastor,

Greetings from YWAM Heartland!

We have recently received a request from the person named above to join the staff of our organization. It is our policy as a mission to contact you and seek your counsel concerning the applicant's participation with us. We understand that you may prefer one of the elders or another person of your church staff to correspond with us regarding his/her involvement with YWAM.

We highly value the input of the leadership of the local church, and look forward to hearing from you. Please let us know in writing if you can support the decision of the applicant and send your response directly to our office. We appreciate your time and consideration of this applicant.

The Lord bless you in your service to Him.

YWAM Heartland
Personnel Department