

Faith Harvest Helpers..A Ministry of YWAM

Full Time Volunteer Staff Application Packet

Thank you for your interest in working as a full time volunteer staff person here in Washington. Prayerfully and carefully read over everything as you consider working with us.

In this packet you will find the following information and documents:

- YWAM's Statement of Purpose
- Nehemiah Rotation, our cooperative approach for running the ministry
- Guide to completing the application
- Application
- DTS Staff Questions/Expectations (for DTS Staff Applicants only)
- YWAM Covenant

Guide to Completing Application

Before considering any type of involvement in the ministry here at YWAM Washington, we urge you to take the first and most important step of seeking God's guidance through prayer, bible study, and counsel from your pastor, mature Christian friends and family.

As is our policy throughout YWAM, each volunteer member is responsible for trusting God for his/her own financial needs. We recognize the importance of being sent out with the blessing of a home church, secure in knowing that you have a firm foundation of prayer and financial support. A sufficient amount pledged or available for your support is regarded as one confirmation of God's call for you to serve with us here in Washington.

You can apply for a voluntary service position during or after your DTS, but you must have completed your DTS and Outreach to be appointed as a volunteer member. Once all the required items listed below have been sent to us, the leadership will prayerfully consider your application.

Please complete all of the questions on the application form. Husbands and wives should complete separate forms. In order for us to consider your application, we must receive all of the following information.

1. **COMPLETED APPLICATION FORM** including signatures and all requested information. Please type or print clearly with black ink. Mail complete application to **FHH A Ministry of YWAM, PO Box 14672, Tumwater, WA 98511**
2. **RECENT PHOTOGRAPH OF YOURSELF** attached to upper right hand corner of application form.
3. **THREE REFERENCE FORMS COMPLETED BY:** a) your YWAM DTS or Base Leader
b) current employer or YWAM supervisor c) your Pastor. **Ask them to return to the above address.**

YWAM'S STATEMENT OF PURPOSE

Youth With A Mission is an international movement of Christians from many denominations dedicated to presenting Jesus Christ personally to this generation to mobilize as many as possible to help in this task, and to the training and equipping of believers for their part in fulfilling the Great Commission. As citizens of God's Kingdom, we are called to love, worship and obey our Lord, to love and serve His body in the Church, and to present the whole Gospel for the whole man throughout the whole world.

We at Youth With A Mission believe:

- That the Bible is God's inspired word and authoritative word revealing that Jesus Christ is God's Son.
- That man is created in God's image.
- That He created us to have eternal life through Jesus Christ.
- That although all men have sinned and come short of God's glory, God has made salvation possible through the death on the cross of Jesus Christ.
- That repentance, faith, love and obedience are fitting responses to God's initiative of grace towards us.
- That God desires all men to be saved and to come to the knowledge of the truth.

That the Holy Spirit's power is demonstrated in and through us for the accomplishing of Christ's last commandment, "Go ye into all the world and preach the gospel to every creature."
Mark 15:16

Nehemiah Rotation

The inspiration of the “Nehemiah Rotation” comes from the story of the many exiled Israelites being allowed to return to Jerusalem in order to rebuild the city, as decreed by King Artaxerxes. The story is told in the Old Testament book of Nehemiah.

Here at the YWAM base in Washington our leadership embraces Lakeside MT’s approach. They created a structure that allowed all staff to devote some time to “building the wall” and “building the city” of YWAM Washington. This means that staff are required to help out in a department other than the department they are otherwise committed to, and most of the time (but not limited to) this will be within the department of Critical Services. This occurs during a consecutive three month period of every 2 years commitment. Why is this a great idea?

It takes many people, all of the people, to effectively run a YWAM base in a fashion that gives glory to God, serves the students and staff and keeps our mission projects going globally. Even though we may be accountable within one particular department, we cannot afford to let any department struggle in manpower or assistance. In some cases, if one department struggles, all areas (from schools to accounting) are affected.

In Nehemiah we see that it was through the help and cooperation of many people that the wall was built. The wall then served everyone within the wall. As the wall served many people in Jerusalem, here in Washington there are certain areas that are critical to running the entire YWAM base. In particular, the “wall” for us is the department of Critical Services (Operations) which maintains our facilities, utilities, kitchen, hospitality, and more. While Critical Services is not the reason we exist, without them running effectively, we will cease to exist. It will take all of us to contribute to “our wall” to keep it running well. The details are as follows:

- 1) Most staff contribution will look like this:
 - Within a two year commitment, all staff serve “on the wall” for one quarter (3 months).
 - This would be half days (either morning or afternoon) or for certain departments it is full days for 6 weeks.
 - To make this work, those staff on the Nehemiah Rotation will not take time off, outreach, itineration, etc. It is a committed time.
- 2) We will continue to have those who are on Schools staff serve in Critical Services in between schools.
 - If a staff person is not on their Nehemiah Rotation, then they are free to take vacation, itineration, do an outreach, etc.
- 3) Some exceptions may be:
 - Families with children under pre-school.
 - A Critical Services Manager moving to another area.
 - The role of Base Director may not allow he/she to take three months to rotate into a half time position. But they will still be expected to serve on “The Wall”

The staff will make a final adjustments to the Nehemiah Rotation, as this also helps to work out any “bumps” of conflicting schedules for the Nehemiah Rotations.



Sharing food ~ giving hope

Staff Application

Faith Harvest Helpers (FHH)
A Ministry of YWAM



To know God and to
make Him known

PLEASE PRINT CLEARLY

I am applying for:

- _____ **Long-Term Full Time Staff** (2 years or more, +40 hrs/week)
_____ **Short-Term Full Time Staff** (less than 2 years, +40 hrs/week)
_____ **Associate Staff** (3 months / less than 2 years)

**Please attach a current
photograph of yourself**

What length of service for FHH a ministry of YWAM do you intend to commit to?
(Months/Years) _____

Desired date of arrival (if application is accepted): _____

What specific areas are you most interested in with FHH a ministry of YWAM?

Have you been in contact with anyone in FHH a ministry of YWAM regarding this interest? ____ Yes ____ No

If yes, whom? _____

PERSONAL AND FAMILY INFORMATION

Name _____ () Male () Female
First Middle Last

Birthdate _____ US Social Security # _____ Nationality _____
(mm/dd/yyyy)

Birth City _____ Language (mother tongue) _____

English Level:

_____ Full Professional Proficiency

_____ Minimum Professional Proficiency _____ Limited Word Proficiency

_____ Elementary Speaking

Present Address _____

Telephone _____ Email _____

Exact Name Listed on Passport _____

Passport Number _____ Expiration Date _____
(mm/dd/yyyy)

Place of Issuance _____ Date Issued _____
(mm/dd/yyyy)

Visa Type _____ Entry Date _____ Date Visa Expires _____
(mm/dd/yyyy)

Name of Spouse _____ Birthday _____ Wedding Anniversary _____
(mm/dd/yyyy) (mm/dd/yyyy)

Children _____ Birthday _____ Female ___ Male ___ School Grade _____
NAME (mm/dd/yyyy)

_____ Birthday _____ Female ___ Male ___ School Grade _____
NAME (mm/dd/yyyy)

_____ Birthday _____ Female ___ Male ___ School Grade _____
NAME (mm/dd/yyyy)

Which form of education do you plan to enroll your children in?

_____ Home School _____ Christian School _____ Public School

EMERGENCY AND HEALTH INFORMATION

In case of emergency, contact:

Name _____ Relationship _____

Address _____ Phone _____

_____ Email _____

_____ Fax _____

Do you or members of your family have any limitations that might influence a placement decision?

☐ No ☐ Yes If yes, please explain:

Do you or members of your family have any illness or physical impairment that would put others at risk: ☐

No ☐ Yes If yes, please explain:

Do you have medical insurance? ☐ No ☐ Yes

Medical Insurance Provider:

Please photocopy your insurance card (front and back) or a copy of your insurance form and attach to application.

Date and Result of TB Test:

Have you ever had any of the following?

	Yes	No
Skin conditions		
Eye trouble		
Ear trouble		
Head injury		
Recurrent headache		
Epilepsy		
Fainting spells		
Mental or Nervous disorders		
Weakness		
Paralysis		
Insomnia		
Shortness of breath		
Hay fever		
Venereal disease		
High blood pressure		
Low blood pressure		
Rheumatism / Arthritis		
Back Problems		
Tumor / Cancer		

	Yes	No
Dislocation of joints		
Broken bones		
Stomach / Duodenal ulcer		
Gall bladder problem		
Jaundice		
Hepatitis		
Intestinal troubles		
Recurrent diarrhea		
Diabetes		
Heart trouble		
Kidney disease		
Anemia		
Asthma		
<u>Females Only:</u>		
Irregular periods		
Severe cramps		
Excessive flow		
Are you pregnant?		
Previous Pregnancies?		

Allergies (please check and/or list any allergies you may have):

<input type="checkbox"/> Penicillin	<input type="checkbox"/> Food:_____	<input type="checkbox"/> Other:_____
<input type="checkbox"/> Sulfonamides	<input type="checkbox"/> Latex_____	<input type="checkbox"/> _____
<input type="checkbox"/> Serum	<input type="checkbox"/> _____	<input type="checkbox"/> _____
<input type="checkbox"/> Bee Sting	<input type="checkbox"/> _____	<input type="checkbox"/> _____

Have you been tested for HIV? ☐ Yes ☐ No If yes, were the results ☐ Neg. ☐ Pos.

Past Surgeries:

Date: _____ Type of Surgery: _____ Outcome & long-term effects: _____

Are you presently under a doctor's care for any condition?

☐ Yes (Please Specify) _____

☐ No

Are you taking any prescription medication?

☐ Yes (Please specify): _____

☐ No

Do you have any physical handicaps?

☐ Yes (Please specify): _____

☐ No

Do you have or have you ever had an eating disorder?

☐ Yes (Please specify) _____

☐ No

Volunteer Skills List

Please indicate your skills in the following categories:

H -Willing Helper

F – Fair

P – Professional

O – Able to oversee or direct

Construction / Maintenance / Operator

____ Appliance repair
____ Cabinetmaker
____ Carpenter ____ finish ____ rough

____ Electrical ____ commercial ____ simple
____ Framer ____ steel ____ wood
____ Gardner
____ General labor
____ Heavy Equipment
 ____ Backhoe ____ Tractor
 ____ Bulldozer ____ Scraper
____ Heating / air conditioning repair
____ Insulator
____ Mason
____ Landscaping
____ Painter
____ Plumber
____ Rebar Worker
____ Sheet rock worker ____ install ____ mud
____ Flooring ____ carpet ____ linoleum
____ Ceramic Tiling
____ Mechanic ____ auto ____ diesel
____ Welder ____ electric ____ acetylene
____ Roofer ____ metal ____ shingles ____ tile
____ Sewage system specialist

Administration / Logistical

____ Data entry
____ Typing / filing / clerical /general office____

____ Receptionist ____ Concrete ____ flat ____ structural
Serving
____ Childcare
____ Housekeeping
____ Food service
____ Cooking
____ Sewing
____ Teaching English

Communications

____ Graphic design
____ Web design
____ Writer

Other Skills Not Listed

Would you consider yourself an Introvert or Extrovert? _____

EDUCATION & EXPERIENCE

1. When and where did you attend your DTS Lecture Phase and Outreach?

DTS Lecture Phase: _____
Location Date (month/year)

Outreach/Field Assignment: _____
Location Date (month/year)

2. List U of N Degree or other YWAM/U of N schools you have completed: (list separately, if needed)

U of N Degree

YWAM / U of N School(s)

YWAM / U of N School(s)

3. List most recent FHH/YWAM staff positions, your involvement, location, leaders, dates:

FHH / YWAM Position

FHH / YWAM Position

4. List any other YWAM or non-YWAM significant accomplishments, jobs, skills, degrees, and certificates:

PERSONAL CALL TO MISSIONS

Please prayerfully consider and answer the following questions. If necessary, use a separate piece of paper.

1. What region(s) of the world do you feel most drawn to in terms of how you feel called to do ministry?

2. What influenced you to apply for FHH a ministry of YWAM?

3. What are your hopes and expectations for serving FHH a ministry of YWAM?

4. What can you offer FHH a ministry of YWAM? What do you want to receive?

5. Define in your own words what a commitment to FHH a ministry of YWAM means to you.

6. As you invest in FHH/YWAM we want to invest in you through offering opportunities for staff and leadership training (some of which are required). What are your thoughts on this?

7. If you have taken *Strengthsfinders* (www.strengthsfinder.com) what are your 5 Themes?

8. What are your long-term ministry goals?

9. What would you do if not accepted?

FOR THE RECORD

Are there any issues, traumas, or situations that may affect your calling and commitment to FHH/ WAM (i.e. current/pending legal proceedings, domestic/family matters, divorce, deaths, and separations)? No ____ Yes ____

If yes, please explain:

Have you ever been indicted or convicted of any crimes of sexual offense, including but not limited to, sexual abuse or indecent exposure? ____No ____ Yes

If Yes, to either of the two preceding questions, may we check into your background? ____ No ____ Yes

Have you ever been convicted, imprisoned, or placed on probation or parole? ____ No ____ Yes

CHURCH BACKGROUND

Church Name _____ Denomination Affiliation _____

Address _____

City _____ State/Province _____

Country _____ Postal Code _____

Pastor's Name _____ Phone Number _____

Describe your involvement with your local church:

FINANCIAL INFORMATION

Do you have the financial support base to enable you to fulfill your intended commitment to FHH/YWAM? ____ Yes ____ No

If not, how much more monthly support do you need to raise? _____

Do you need information on how to raise your support? ____ Yes ____ No

Reference Form #1

Pastor/Spiritual Leader Confidential Reference Form

Applicants Name _____ Department Applying For _____

To the Pastor/Spiritual Leader: The above applicant has applied to work as a volunteer with Youth With a Mission (YWAM) in Washington. YWAM founded in 1960 is an international interdenominational Christian missionary organization which now has centers /bases in over 300 locations on all six continents. Its purposes include training and challenging Christians to fulfill Christ's command: "Go therefore and make disciples of all nations." In order to adequately evaluate the applicant, before acceptance, we would appreciate your supplying the information requested in this form. All answers are strictly confidential. Do not return to the applicant. Return as soon as possible to the address on the next page. Thank you.

1. What is your relationship with the applicant? ☐ Senior Pastor ☐ Spiritual Leader ☐ Other _____
2. How well do you know the applicant? ☐ Very well ☐ Well ☐ Casually
3. How often do you interact with the applicant? ☐ Very often ☐ Regularly ☐ Rarely
4. How many years have you known the applicant? _____
5. How long has she/he attended your church? _____ (months/years)
6. What has been the applicant's most valuable contribution to the church? _____

7. Please rate:

Intrapersonal Characteristics

	POOR AVG SUPERIOR				
	1	2	3	4	5
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social adaptability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Concern for others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to follow	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judgment/Decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emotional stability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal appearance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Interpersonal Characteristics

	POOR AVG SUPERIOR				
	1	2	3	4	5
Mental ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work ethic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reliability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cooperativeness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christian character	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disposition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have any comments in regards to intrapersonal or interpersonal skills, write them here:

8. Has the applicant been faithful in the fulfillment of responsibilities in church: Yes ____ No ____

9. Has the applicant ever been a source of dissention or disunity in the church? Yes ____ No ____
If yes, was it a one- time occurrence or is it a continuing pattern? _____

10. Do you recommend this person for acceptance to the staff of FHH/YWAM?

____ Wholeheartedly ____ With Some Reservation ____ With hesitation ____ Not at all

Reason _____

Signature _____ Date: ____/____/____

Printed Name _____

Should we need to contact you regarding this reference, please provide your details below:

Phone Number _____

Email Address _____

Thank you!

Please seal in envelope and **return** to Faith Harvest Helpers a Ministry of YWAM, PO Box 14672, Tumwater WA 98511 as soon as possible. Do not return to the applicant. We cannot proceed with the application until this reference has been received.

Reference Form #2

Ywam DTS Or Base Leader Confidential Reference Form

Applicants Name _____ Department Applying For _____

The above applicant has applied to work as a volunteer with Youth With a Mission (YWAM) in Washington. YWAM founded in 1960 is an international interdenominational Christian missionary organization which now has centers /bases in over 300 locations on all six continents. Its purposes include training and challenging Christians to fulfill Christ's command: "Go therefore and make disciples of all nations." In order to adequately evaluate the applicant, before acceptance, we would appreciate your supplying the information requested in this form. All answers are strictly confidential. Do not return to the applicant. Return as soon as possible to the address listed on the next page. Thank you.

1. My relationship to the applicant is: YWAM DTS Leader YWAM Base Leader
2. How long have you known the applicant? _____Months/Years
3. During what time(s) was the applicant under your leadership; From _____ To _____
4. In your association with the applicant, what has been the level of commitment you have seen exemplified? Faithful Inconsistent Other _____
5. Does the applicant respond well to authority? Yes No, (if no, please explain) _____

6. In your opinion, in which of the following areas of ministry is the applicant gifted:

Communication	Preaching	Music	Art
Administrations	One-on-One	Prayer	Teaching
Ability to Follow	Hospitality	Worship	Encourager
Discipleship	Counseling	Pastoring	Evangelism
Youth Work	Servant Heart	Children's Work	Other _____

7. Has the applicant proven on any occasion to be unreliable, dishonest or of questionable character?
No Yes (If yes, explain) _____

8. Please give any relevant information concerning home conditions or family background of the applicant

9. Would you enjoy having this person work with you? Yes No
Reasons _____

10. Please rate:

Intrapersonal Characteristics

Interpersonal Characteristics

	POOR AVG SUPERIOR				
	1	2	3	4	5
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social adaptability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Concern for others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to follow	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judgment/Decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emotional stability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal appearance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	POOR AVG SUPERIOR				
	1	2	3	4	5
Mental ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work ethic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reliability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cooperativeness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christian character	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disposition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have any comments in regards to intrapersonal or interpersonal skills, write them here:

11. Do you recommend this person for acceptance to the staff of FHH/YWAM?

_____ Wholeheartedly _____ With Some Reservation _____ With hesitation _____ Not at all

Reason _____

Signature _____ Date: _____/_____/_____

Printed Name _____

Should we need to contact you regarding this reference, please provide your details below:

Phone Number _____

Email Address _____

Thank you!

Please seal in envelope and **return** to Faith Harvest Helpers a Ministry of YWAM, PO Box 14672, Tumwater WA 98511 as soon as possible. Do not return to the applicant. We cannot proceed with the application until this reference has been received

Reference Form #3

FHH/YWAM Supervisor or Employer Confidential Reference Form

Applicants Name _____ Department Applying For _____

The above applicant has applied to work as a volunteer with Youth With a Mission (YWAM) in Washington. YWAM founded in 1960 is an international interdenominational Christian missionary organization which now has centers /bases in over 300 locations on all six continents. Its purposes include training and challenging Christians to fulfill Christ's command: "Go therefore and make disciples of all nations." In order to adequately evaluate the applicant, before acceptance, we would appreciate your supplying the information requested in this form. All answers are strictly confidential. Do not return to the applicant. Return as soon as possible to the address listed on the next page. Thank you.

1. My relationship to the applicant is: FHH/YWAM Supervisor Employer
2. How long have you known the applicant? _____ Months/Years
3. During what time(s) was the applicant under your leadership; From _____ To _____
4. In your association with the applicant, what has been the level of commitment you have seen exemplified? Faithful Inconsistent Other _____
5. Does the applicant respond well to authority? Yes No, (if no, please explain) _____

6. In your opinion, in which of the following areas of ministry is the applicant gifted:

Communication	Preaching	Music	Art
Administrations	One-on-One	Prayer	Teaching
Ability to Follow	Hospitality	Worship	Encourager
Discipleship	Counseling	Pastoring	Evangelism
Youth Work	Servant Heart	Children's Work	Other _____

7. Has the applicant proven on any occasion to be unreliable, dishonest or of questionable character?
No Yes (If yes, explain) _____

8. Please give any relevant information concerning home conditions or family background of the applicant

9. Would you enjoy having this person work with you? Yes No
Reasons _____

10. Please rate:

Intrapersonal Characteristics

Interpersonal Characteristics

	POOR AVG SUPERIOR				
	1	2	3	4	5
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social adaptability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Concern for others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to follow	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judgment/Decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emotional stability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal appearance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	POOR AVG SUPERIOR				
	1	2	3	4	5
Mental ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work ethic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reliability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cooperativeness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christian character	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disposition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have any comments in regards to intrapersonal or interpersonal skills, write them here:

11. Do you recommend this person for acceptance to the staff of FHH/YWAM?

_____ Wholeheartedly _____ With Some Reservation _____ With hesitation _____ Not at all

Reason _____

Signature _____ Date: _____/_____/_____

Printed Name _____

Should we need to contact you regarding this reference, please provide your details below:

Phone Number _____

Email Address _____

Thank you!

Please seal in envelope and **return** to Faith Harvest Helpers a Ministry of YWAM, PO Box 14672, Tumwater WA 98511 as soon as possible. Do not return to the applicant. We cannot proceed with the application until this reference has been received

FHH / YWAM STAFF COVENANT

Terms of the Covenant

In Seeking God's guidance through prayer and counsel I hereby make a commitment to serve as a volunteer staff at FHH / YWAM.

As a volunteer I commit to steward and honor the calling of God on my life as well as to steward and honor the calling of God upon the ministry of FHH / YWAM.

I voluntarily dedicate my labors and talents to FHH / YWAM's mission to impart vision and passion for discipling nations, to equip servant leaders and demonstrate God's ways in service through all spheres of society in the world.

As a volunteer, I promise to serve the purposes and goals of FHH / YWAM and dedicate myself to YWAM's effort to carry out the Great Commission. I freely and voluntarily contribute my labors, talents and time to presenting Jesus Christ personally to this generation, mobilizing others to help in the task, training believers for their part in fulfilling the Great Commission and the Greatest Commandment. (Mark 12:39 and Matthew 29:3)

I agree that the call of God upon me as a volunteer carries with it the responsibility to secure financial contributions or provide support from my own resources sufficiently to cover my expenses. I have successfully completed a required YWAM Discipleship Training School and outreach and am at least 18 years old.

I commit to walking in integrity specifically in the area of my corporate involvement at FHH/YWAM of the expectations of me as a staff.

I recognize that I have the responsibility to relate to my fellow workers with mutual love, respect and care. As a volunteer of a larger international family of Youth With A Mission, I will seek to live by biblical standards and promote YWAM foundational values. I will hold myself accountable to FHH/YWAM leadership and biblical standards and moral conduct. I will conduct myself in the local community as an ambassador of Jesus Christ and will represent Him in love and holiness. (Col. 1:28)

I agree to adhere to the standards and guidelines set forth in YWAM's "Statement of Purpose and Covenant."

Print Full Name

Signature

Date

DTS Staff Applicants
Questions and Expectations

1. What are some of your expectations of being on DTS staff?
2. Are you making a two-year commitment to the DTS department?
3. Is your home church aware of your desire to move into this area of ministry?
4. Why do you feel called to FHH a ministry of YWAM? (be specific) How does it relate to your overall calling?
5. Do you feel called to Washington State?
6. What gifts and talents do you have that you feel you can use in DTS ministry?
7. Why do you want to serve on DTS staff?
8. What are your long-term mission desires or goals?
9. What kind of personal discipleship will you need? (What would it look like, with whom, etc.)
10. Would you be willing to spend your off time (time between schools) in a logistical serving location on the base? (kitchen, hospitality, maintenance, housekeeping, office staff, etc.)
11. What other departments would you be willing to work in? What technical skills do you have?
12. Do you have any problems with or questions regarding our list of *DTS Staff Expectations*? If so, please explain.

DTS Staff Expectations

Here is a list of some of the expectations that are placed on our DTS staff.

1. We want to have a staff that takes part in the vision of the entire ministry of FHH, not just the DTS department.
2. In between schools, we expect our staff to work in logistical areas of the base such as the kitchen, office, housekeeping dept., hospitality dept., maintenance, etc. This means that even though the schedule may permit, and opportunities may arise for more “up-front” ministry such as sports outreaches, music teams, drama productions, and crusade teams; you may be asked to stay on the base and serve in another area.
3. You are responsible for maintaining your own spiritual growth while submitting to the spiritual leadership of the DTS Directors. We expect that all our staff be open to discipleship and correction from department leaders. This cannot be contingent on how well you feel “we know you.” School leaders, DTS Directors, and fellow staff should be able to speak into your life and will be working with each DTS staff to strengthen areas of communication skills, counseling, time management, administration skills and personal Christian growth. Additionally, if you desire a “mentoring” relationship, it is your own responsibility to seek it out.
4. We expect our staff to be involved and committed to a local church here in this area.
5. DTS staff is more than 40 hours per week when you’re working a school. It’s really a 24/7 kind of life, and we need to make sure that’s the sacrifice people are willing to make. If you see this position as a “job” with hours that you put in, rather than a ministry, you will most likely feel “over-committed” and frustrated. We try to make sure people have rest in between schools, but it takes a lot of dedication to serve in this capacity. We expect our staff to make the school and its students their priority.
6. DTS staff must be willing to participate in every outreach, but we are not guaranteeing that you will go on every outreach. This depends on school size, finances and personal circumstances.
7. DTS staff must raise a \$500 emergency fund for when you’re on outreach. Since DTS staff usually don’t have to raise their outreach fees, you’d have to dip into that \$500 if your team were to run out of money when you’re on the field. You should not expect to staff an outreach without this fund.
8. We expect DTS staff to make a 2-year commitment to DTS. This means that we do not wish to accept staff who intend to work only one or two schools.
9. Even though you are making a two-year commitment, your first school is probationary, and we reserve the right to limit your position on DTS staff to one school if deemed necessary. If you decide after 1 school that this really isn’t for you, that’s ok. We know this is a challenging job that’s not for everyone. We don’t hold commitments over the heads of our staff when they discover this isn’t really their gift. Conversely, we see the first school as a trial period. For us, we might assess after the first school that something’s not working and we may release a staff from their commitment at that time.

10. During the school, we expect DTS staff to be whole-heartedly committed to the students and school responsibilities.

The duties of the Staff of the Discipleship Training School shall be as follows:

- A. You shall assist in all logistical preparations for each school, being assigned specific tasks to accomplish. When given a task, staff is free to attempt new ideas with the counsel of the school leader.
- B. You will lead a small group.
- C. You will attend all training and equipping workshops (if available) in order to better serve the students.
- D. You will attend all DTS lectures throughout the school.
- E. You shall complete student evaluations and post outreach reports.
- F. During the school, staff should:
 - a. Maintain an atmosphere for spiritual growth in student.
 - b. Model Biblical principles
 - c. Meet weekly with the students they are responsible for, holding them accountable to their stated personal goals and challenging them to resemble Christ in their character.
 - d. Present missions as a valid calling and vocation to students.
 - e. Encourage students by reinforcing God's work in their lives.