**INSTRUCTIONS FOR MINISTRY PERSONNEL APPLICATION**

There are two parts to the Ministry Personnel Application. Not all applicants are required to complete both parts. Please carefully review the guidelines defined below.

PART ONE is to be completed by all applicants, and is the only part required for service and administrative roles, like:

Lawn and Property Maintenance

Administrative Assistant

 Accounting Clerk

 Human Resources Administrator

 Database Manager

PART TWO is required for ministry and leadership roles, like:

Ministry Developer

Intern

Director level positions and above

Prior to distributing the Ministry Personnel Application, please determine which parts are to be completed by the applicant. Since the application is fillable, you will need to clearly communicate to the applicant which parts they are required to complete. If a paper application is the best option, please only print the necessary pages, in order to save paper and reduce confusion.

Please contact the Director of Talent Acquisition, Tina Busenitz, at tbusenitz@worldimpact.org, if you have any questions.

# MINISTRY PERSONNEL APPLICATION: PART ONE

Date: Click here to enter text.

**PERSONAL INFORMATION:**

Name: Click here to enter text.

First, Middle, Last

Primary Phone #: Click here to enter text. Secondary Phone #: Click here to enter text.

E-mail: Click here to enter text.

Permanent Address: Click here to enter text.

Street City State Zip

Current Address: [ ]  Same as above

 Click here to enter text.

Street City State Zip

Do you have the legal right to live and work in the U.S.? [ ] NO [ ]  YES
If no, what is your immigration status? Click here to enter text.

How did you become acquainted with World Impact? Click here to enter text.

Do you know anyone on our staff? Click here to enter text.

If accepted, what approximate date could you begin ministering with World Impact?
Click here to enter a date.

**POSITION TYPE:**

[ ]  Ministry Developer [ ]  Director level, or above

[ ]  Intern [ ]  Administrative

[ ]  Other: Click here to enter text.

**EDUCATION:**

List the post-high school educational institutions you have attended.

|  |  |  |  |
| --- | --- | --- | --- |
| Name of School | Major Field of Study | Dates Attended  | Degree Earned |
| Click here to enter text. | Click here to enter text. | Click here to enter text. | Click here to enter text. |
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**SPECIAL QUALIFICATIONS/CERTIFICATIONS:**

List any special training that you have received and/or certifications awarded you. (i.e. water safety instructor, CPA, etc.).

Click here to enter text.

List education/employment extracurricular activities in which you have participated.
Click here to enter text.

In what languages are you proficient? Click here to enter text.

WORK HISTORY:

List all work experiences you have had since high school graduation.

 Organization/Location Dates from/to Position Held

1. Click here to enter text. Click here to enter text. Click here to enter text.
2. Click here to enter text. Click here to enter text. Click here to enter text.
3. Click here to enter text. Click here to enter text. Click here to enter text.
4. Click here to enter text. Click here to enter text. Click here to enter text.

Which of these jobs did you prefer? Click here to enter text.

Why? Click here to enter text.

Have you been discharged for misconduct or unsatisfactory service, or forced to resign, from any position? [ ]  NO [ ]  YES If yes, please explain: Click here to enter text.

LEGAL:

Have you been convicted of sexual abuse or sexual molestation? [ ]  NO [ ]  YES If yes, please explain: Click here to enter text.

CHARACTER:

What are your greatest character strengths? Click here to enter text.

What are your greatest character weaknesses? Click here to enter text.

What personality traits bother you most in other people? Click here to enter text.

With what type of person do you find yourself most compatible? Click here to enter text.

# References

NOTE: References are essential to our application process. Please select those who will complete and return the reference forms we send them to avoid delays in processing your application. Our preferred means of sending references is by email. Family members may not be a reference. All three references are required.

Applicant’s Name: Click here to enter text.

Reference 1: A pastor or church leader who knows you:

Name Click here to enter text.

Address Click here to enter text.

Street City State Zip

Phone Click here to enter text. E-mail Click here to enter text.

Reference 2: Someone outside your family who knows you well:

Name Click here to enter text.

Address Click here to enter text.

Street City State Zip

Phone Click here to enter text. E-mail Click here to enter text.

**Reference 3: An employer or professor familiar with your work:**

Name Click here to enter text.

Address Click here to enter text.

Street City State Zip

Phone Click here to enter text. E-mail Click here to enter text.

# Affirmation of Faith

1. There is one living and true God, infinitely perfect in glory, wisdom, holiness, justice, power and love, one in His essence but eternally existing in three persons: God the Father, God the Son and God the Holy Spirit. God sovereignly created the world out of nothing, so that His creation, while wholly dependent upon Him, neither comprises part of God, nor conditions His essential perfection (Genesis 1:2; Matthew 28:19,20).
2. The books which form the canon of the Old and New Testaments are verbally inspired by God, inerrant in the original writings, the only infallible rule of faith and practice (II Timothy 3:16).
3. God created man in His own image, in a state of original righteousness, from which man subsequently fell by a voluntary revolt, and consequently is guilty, inherently corrupt and subject to divine wrath.
4. Jesus Christ, the eternal Son, became man without ceasing to be God by uniting to His divine nature a true human nature in His incarnation, and so continues to be both God and man, in two distinct natures and one person, forever. He was conceived by the Holy Spirit, born of the virgin Mary, exhibited His deity by manifold miracles, fulfilled the requirements of the Law by His sinless life, shed His blood as a vicarious and propitiatory atonement for man's sin, was resurrected from the dead in the same body, now glorified. He ascended into heaven and now intercedes in glory for His redeemed as our great high priest and advocate, and as the Head of the Church and Lord of the individual believer (Matthew 1:20,21; John 1:1-14; Romans 3:21-26; 5:6-11; I Peter 3:18; I John 2:1,2; Luke 24; Acts 1:9; Hebrews 8).
5. The Holy Spirit convicts the world of sin, righteousness and judgement, through the ministry of regeneration and sanctification applies salvation and places believers into the Church, guides and comforts God's children, indwells, directs, gifts and empowers the Church in godly living and service in order to fulfill the great commission, and seals and keeps the believer until Christ returns (John 16:1-33; I Corinthians 12:12; Ephesians 1:13,14).
6. Every man, regardless of race or rank, who receives the Lord Jesus Christ by faith is born into the family of God and receives eternal life. This occurs solely because of the grace of God and has no ground in human merit.
7. The Holy Church is the one institution specifically ordained of God to function in the furthering of the Kingdom until Christ comes again. It consists of all those regenerated by the Spirit of God, in mystical union and communion both with Christ, the head of the Body, and with fellow-believers. Neighborhood congregations are the local manifestation of the Church universal. In obedience to the command of Christ, these congregations preach the word of God, equip God's people for the work of ministry, and administer the Lord's Supper and Baptism.
8. The Lord Jesus Christ will return bodily, visibly and personally to receive His own, to conform believers to His own image and to establish His millennial kingdom. He will judge the quick and the dead and will effect a final separation of the redeemed and the lost, assigning unbelievers to eternal punishment and believers to eternal glory, enjoying conscious fellowship with Him (I Thessalonians 4:13-18; I Corinthians 15:50-58; Revelation 20:4-6).
9. Man's chief end in life is to honor and glorify Almighty God. Personal salvation is a means to this end.

I acknowledge that I believe the Affirmation of Faith.

Click here to enter text.

Printed Name Signature

Click here to enter a date.

Date

**Affirmation of Human Sexuality**

The purpose of this statement is to articulate World Impact’s convictions to all current and potential staff concerning our position. By human sexuality, we mean that aspect of God’s creation gift where, in marriage, we engage in physical sexual intimacy that is personal, self-giving, and spiritual in nature.

World Impact believes God had a particular design for human sexuality and relationships. In all our relationships—friendships, marriage, family, church, and community—whenever we engage in *self-giving* love, we reflect the image of God. From the beginning, God also had a plan and purpose for human sexual relationships.

We were created in God’s image as male and female in conformity with our biological sex. Both genders together reflect the image of God, both in their distinctness and in their oneness. Marriage is defined as a distinctive lawfully and publicly recognized union between one man and one woman, as husband and wife, in which they commit to lifelong devotion to one another.

Sexual intimacy is to be enjoyed in the context of marriage for our well-being and for God’s glory. We believe married individuals should practice sexual fidelity to one another. Concerning divorce, scripture consistently teaches that marriage is intended to be a lifelong commitment. But because of sin and hardness of heart, there are cases where divorce and remarriage are permitted. In addition, Christian marriage and family is not viewed as an end, but as a means of serving the kingdom of God in this world.

Biblically, singleness is described as a calling for those who choose not to marry and use their life as an opportunity to develop a deeper devotion to God. Others do not necessarily regard their singleness as long-term but remain faithful to God while they look to the future prospect of marriage. We believe single men and women should live in celibacy, whether viewing singleness as God’s long-term calling or while waiting for marriage.

Because of the condition of sin, human relationships and expressions of sexuality have broken God’s original design and plan. Scripture teaches we should not participate in any form of distortion of God’s original intention for sexuality and relationships. This includes but not limited to sexual abuse, premarital sex, lust, adultery, pornography, and same-sex relationships.

Like all Christians, believers with same-sex attraction should be afforded the opportunity to discuss how their sexuality affects their struggles with temptation and their repentance from sin. These conversations can, in fact, be an important aspect of discipleship, helping to center their lives in Christ.

We are committed to understanding these issues. Yet, we find it problematic to assume that all people view their sexual identity as primary. As Christians, our central identity is found in our faith in and obedience to Christ.

We recognize human sexuality is a “hot button” issue. Not everyone is going to have complete theological and philosophical agreement. Yet, by choosing to be a representative of World Impact, we agree to follow and live out the principles of this policy.

Biblical References: (Genesis 1:27; 2:23-24; 3:1-24; 4:1) (Exodus 20:14) (Leviticus 18-20) (Deuteronomy 22:25-27; 24:1-4) (Judges 19-20) (Proverbs 6:25-26) (Hosea 3:1) (Malachi 2:14) (Matthew 5:27-28;19:3-9,12; 22:30) (Mark 10) (John 17:24) (John 15:12-13; 17:24) (Romans 1:27; 6:4-5; 8:1) (1st Corinthians 6-7;13:4-8; 26-28) (Galatians 5:1) (Ephesians 2:4-6; 5:3, 22-33) (1 Thessalonians 4:3-8) (1st Timothy 1:10; 5:2) (2nd Peter 2:14)

I acknowledge that I agree to follow and live out the principles of this policy.

Click here to enter text.

Printed Name Signature

Click here to enter a date.

Date

Certification

My signature at the end of this application attests to the truthfulness of the following:

I hereby authorize World Impact, or its subsidiaries, to contact personal references. Further, I release all parties and persons from any and all liability for any damages that may result from furnishing such references or information. In addition, I authorize World Impact to perform a background check in the following areas: criminal record, driving record, past employment or volunteer history, and educational/professional status. **For California applicants**, a background check will be performed only after a Conditional Letter of Employment is signed.

I certify that the information contained in this application is true and correct to the best of my knowledge. I agree to have any statements checked by World Impact unless I have indicated to the contrary. I have read the Affirmation of Faith and the Affirmation of Human Sexuality, and wholeheartedly subscribe to both.

I understand that if accepted, I will enter into an “At Will” service agreement with World Impact, i.e., my service can be terminated at will, with or without cause, and with or without notice, at any time, either at my option or at the option of World Impact.

Click here to enter text.

Printed Name Signature

Click here to enter a date.

Date

# MINISTRY PERSONNEL APPLICATION: PART TWO

**MINISTRY:**

Why do you want to minister specifically with World Impact? Click here to enter text.

What do you hope to accomplish by serving with World Impact? Click here to enter text.

MINISTRY EXPERIENCE:

Describe your experiences in equipping and/or training leaders in the church/community.
Click here to enter text.

Have you ever been involved in planting a church? [ ]  NO [ ]  YES If yes, briefly describe the experience. Click here to enter text.

Describe your experiences in sharing Christ with unbelievers and mentoring new Christians.
Click here to enter text.

Describe your cross-cultural experiences. Click here to enter text.

**Statements of Personal Conviction**

Name of applicant: Click here to enter text.

*Please complete the following statements with a brief summary of your theological understanding on the topic.*

1. The Bible is . . .

Click here to enter text.

1. Jesus Christ is . . .

Click here to enter text.

1. Baptism is . . .

Click here to enter text.

1. After death . . .

Click here to enter text.

1. The Church is . . .

Click here to enter text.

1. My relationship to Jesus . . .

Click here to enter text.

1. Theological issues important to me are . . .

Click here to enter text.

# Personal Biography Form

Name of applicant: Click here to enter text.

1. Please describe your personal and family background.

Click here to enter text.

1. Describe how you became a Christian.

Click here to enter text.

1. Describe your life journey until now.

Click here to enter text.

**Resources Available from World Impact**

Please visit our website at <https://worldimpact.org/> , and click RESOURCES at the top of the page.