



Servant Partners
P. O. Box 3144
Pomona, CA 91769
www.servantpartners.org
info@servantpartners.org



Thank you for your interest in applying for a staff position with Servant Partners!

If you are interested in applying for our Internships (Two Year, U.S., International), these have separate applications. Staff & Internship Application and Reference forms can be downloaded from our website www.servantpartners.org

Following is a description of all of the parts of our application process. We know this application is very in-depth; we pray it would be a blessing to you as a tool of reflection and discernment as you enter into your call follow Jesus among the urban poor. Please don't hesitate to contact us with any questions.

- ☐ **Application Form:** If possible, please complete this application on a computer. Please answer all of the questions. If a question does not apply to you, write N/A (not applicable) in the space provided. Please print your completed form, sign the application form, attach a recent photo of yourself, and mail or fax it to the Servant Partners office. Please also e-mail your completed application to pre-field@servantpartners.org.
Spouses need to complete separate application forms if they are also applying to staff. If your spouse is not applying, we still encourage a dialogue and process with our Pre-Field Director and Team Leader due to the nature of the mission.
- ☐ **Confidential Reference Forms:** Please download the Applicant Reference Forms, print the forms, complete the top portion of **five** confidential reference forms and give them to the appropriate people (note that the type of reference is noted at the top of each form) to complete and mail or fax to the Servant Partners office. Send the appropriate forms to:
 - ☐ The pastor and/or missions chairperson of your home or sending church;
 - ☐ Your current or most recent employer;
 - ☐ One close personal friend (*not* a relative);
 - ☐ A staff member from your Bible college or seminary (if any), or a staff member of a campus ministry (if any). If neither applies to you, please give your fourth reference to a second close personal friend who is not a relative.
 - ☐ Your physician/health care professional. Please fill in Part A of the form and then have your physician complete Part B. If you have had a physical examination within the last year, you do not need to have another one. Send the medical form to the doctor who performed the physical and ask him/her to complete it according to his/her records.

Your references, if they prefer, may instead fill out the online form found at <http://reference.servantpartners.org>.

If possible, all of your references should have known you for at least two years. We request that all references be completed and mailed directly to the Servant Partners office.

As soon as we receive your application, it will be reviewed by our Candidate Discernment Team (CDT). Please allow one to three weeks for a response to your application, at which time the discernment team will indicate whether we

would like you to progress to the next step of discernment with us, including contacting your references, an in-person interview, and a standard pre-field psychological evaluation.

- ☐ **In-Person Interview** – This interview takes place in the Los Angeles area. The in-person interview allows us to get to know one another in person. Servant Partners' Pre-Field Director will contact you to set up the date and time of your interview
- ☐ **Psychological Review** – This evaluation is conducted through a partnership with Fuller Family & Psychological Services in Pasadena, California*. The results of this evaluation are confidential and are reviewed only by the staff candidate themselves, the Pre-Field or Executive Director(s), and prospective Team Leaders. The cost of this in-depth review is \$800.00 (beginning January 1, 2012 the cost will be \$900). Servant Partners will initially cover the cost of this review, but if accepted onto staff, you will need to fund-raise this cost as part of your support. If you are not accepted onto staff, you will incur no costs for this review.

After we are able to talk to you in person, hear from all your references and receive the results from the psychological evaluation, the CDT will make a decision concerning your acceptance into Servant Partners. If you are accepted to Servant Partners staff, you will then begin the process for acceptance onto a specific Servant Partners team. You will then begin the process for *acceptance onto a Servant Partners Team*. *Note: Please be aware that it can take up to a month or more to schedule the psychological evaluation and up to a month to receive results back, so it is important for the candidate to schedule with Fuller Family & Psychological Services as soon as you receive the contact information from the Pre-Field Director.

If you have not already decided on a site, the discernment team will help you to find the best fit for your call and gifts and the mission. If you are already in conversation with a team, you will begin confirming your placement with them, as well as the timing of your arrival after attending the yearly-held and mandatory Global Urban Training School.

You will also need to complete the following prior to your acceptance onto a Servant Partners Team.

- ☐ **Staff Packet** – This packet is required for legal and administrative purposes and is mandatory for all new staff candidates.
- ☐ **Fund Raising Training** – This training is conducted periodically throughout the year, as well as on individual basis and is mandatory for all new staff candidates.
- ☐ **GUTS Application** – All staff are required to attend our Global Urban Training School. Ideally, you will go through this training immediately preceding your departure for the field.
- ☐ **Site Visit/Team Leader Interview** – If you have not had substantial contact with the Team Leader of the team you hope to join, you will need to arrange a time to interview with your Team Leader, which may require you to visit the city/site.

After acceptance onto a team, the Pre-Field Director, your Team Leader and you will determine the necessary preparation and training (e.g. GUTS, language school, classes, etc.), budget, funding and ministry plan for your first term. The Pre-Field Department will also partner with you to create a development plan for your time before going to the field. The length of time required for preparations and fund raising depend upon your situation and the requirements of your specific site.

Please print your completed application, sign, and mail or fax to:

Servant Partners · P.O. Box 3144, Pomona, CA 91769
Telephone: (626) 398-1010 · Fax: (626) 398-1028

In addition, please email a copy of your completed application to: pre-field@servantpartners.org.

We look forward to getting to know you better through this process! If you have questions or would like more information, please contact our Executive Administrator at pre-field@servantpartners.org or call (626) 398-1010.



STAFF APPLICATION

GENERAL

INFORMATION

First Name	Middle Name	Last Name
Sex	Email Address	
Ethnicity (optional)	Are you 18 or older?	Legally eligible to work in the U.S.?
Do you have a valid passport?	Expiration Date: (mm/dd/yy)	If you don't, are you able to obtain one?

Permanent Street Address	City	State	Zip Code
Country	Permanent Phone		
Current Street Address	City	State	Zip Code
Country	Current Phone	Best Time to Call	

Please provide us with the names and contact information for your four references below:

Name	Address	Telephone & E-mail	Relationship to You
<i>Church:</i>			
<i>Employer:</i>			
<i>Friend:</i>			
<i>School/Ministry:</i>			
<i>Physician:</i>			

YOUR FAMILY

Marital Status (check all that apply)					
<input type="checkbox"/>	Single		<input type="checkbox"/>	Married	Date: <input type="text"/>
<input type="checkbox"/>	Currently dating someone		<input type="checkbox"/>	Widowed	Date: <input type="text"/>
<input type="checkbox"/>	Engaged		<input type="checkbox"/>	Separated	Date: <input type="text"/>
<input type="checkbox"/>	Fiancé's Name:	<input type="text"/>	<input type="checkbox"/>	Divorced	Date: <input type="text"/>
<input type="checkbox"/>	Wedding Date:	<input type="text"/>	<input type="checkbox"/>	Remarried	Date: <input type="text"/>

Children				
Name	Date of Birth	Sex	Age	School Level

Immediate Family Members				
Name	Relationship to you	Sex	Age	Occupation

What is your family's attitude toward this application?

YOUR CALL TO URBAN POOR MISSION

1) How did God call you to the urban poor? What are the main features of your call to urban poor mission? Are you set on going to a particular place or people group for ministry, or are you open to other possibilities? Please state your current conviction clearly.

1) What are your short-term (next 2 years) and long-term (5-10 years or more) goals for life and ministry among the poor?

1) What do you foresee being most challenging about living in an urban poor context? Easiest? Most exciting?

1) What drew you to Servant Partners particularly?

YOUR RELATIONSHIP WITH GOD AND OTHERS

1) Describe your personal conversion experience.

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1) What has been your experience of the Holy Spirit?

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1) What disciplines or habits have you developed to sustain and develop your spiritual life? Which do you most enjoy? Are there disciplines you would like to improve upon or begin?

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1) Have you ever been involved in or affected by any of the following:

<input type="checkbox"/>	Sexual sin (pornography, promiscuity, etc.)	<input type="checkbox"/>	Criminal activity
<input type="checkbox"/>	Homosexuality	<input type="checkbox"/>	Alcohol addiction
<input type="checkbox"/>	Illicit drug use	<input type="checkbox"/>	Eating disorder
<input type="checkbox"/>	Severe Emotional Issues or Mental Illness (brief or prolonged)	<input type="checkbox"/>	Trauma
<input type="checkbox"/>	Occult, cult, or sect (New Age, Eastern Mysticism, Natural Philosophies)		

1) If so, please briefly explain the circumstances, the time, the length of involvement, and what your process of dealing with this part of your history has been like. How has the Lord been healing you?

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1) Has anyone in your immediate family ever been involved in or affected by any of the following:

<input type="checkbox"/>	Sexual sin (pornography, promiscuity, etc.)	<input type="checkbox"/>	Criminal activity
<input type="checkbox"/>	Homosexuality	<input type="checkbox"/>	Alcohol addiction
<input type="checkbox"/>	Illicit drug use	<input type="checkbox"/>	Eating disorder
<input type="checkbox"/>	Severe Emotional Issues or Mental Illness (brief or prolonged)	<input type="checkbox"/>	Trauma
<input type="checkbox"/>	Occult, cult, or sect (New Age, Eastern Mysticism, Natural Philosophies)		

1) If so, please briefly explain the effect on you, and what your process of dealing with this part of your history has been like. How has the Lord been healing you?

1) Describe your relationships with your immediate or close family members and any significant other.

1) Please describe one situation of conflict in your life, how you participated in it, and how it concluded.

1) If single, do you feel peace about being single? If not, please share your feelings about it.

1) If married, are you at peace in your marriage? If not, please share any major difficulties.

A LITTLE MORE ABOUT YOU

1) Please list five or more of your strengths.

1) What do you believe your spiritual gifts are? (please list):

1) What specific area(s) of spiritual growth are you working on at present? List two or more of your weaknesses and tell what (if anything) you are doing to grow in these areas as well.

1) Do you know your Myers-Briggs personality type? If so, please indicate below. Please list any other personality or gifting tests you've taken and results (ex: DISC, Strengths Finder, Enneagram, etc.)

1) What are some of your talents, hobbies, and personal interests?

1) Please briefly describe one success and one failure in your life and how you felt about each.

1) Please describe a situation in which you were under significant stress. How did you deal with that stress? How do you generally cope with stress in your life?

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MINISTRY EXPERIENCE

1) Please list ministry roles that you have held using the chart below:

Dates:	Organization/Group (if any)	Brief Job Description	FT/PT	Paid or Volunteer

1) Please list and date all cross-cultural experience not mentioned above (employment, on campus, vacations, travel, short-term overseas, etc.).

Dates	Location	Description of Experience

1) In what ministry situations have you thrived and/or grown? Which (if any) felt overly difficult or discouraging?

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1) Are you ordained or licensed? If so, please give the date of ordination or licensure.

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HOME CHURCH INFORMATION

Home Church Name:		Denomination:	
Street Address:	City:	State:	Zip Code:
Phone:	Fax:	E-mail:	
Pastor's Name:		Missions Chairperson	

1) Are you a member? If yes, for how long?

1) If you are not a member of a local church, please explain the reason(s). With which fellowship or church(es) do you affiliate? Please give the name, address, and telephone number of each along with the name of the senior pastor.

1) Do your pastor and missions committee know that you are applying to Servant Partners? Are they supportive of your plans?

1) If there is anyone in your church family who would strongly oppose your application to Servant Partners? Who are they and from your perspective, why would they feel this way?

1) To what extent will your home church (or other churches) support you financially and in prayer?

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EDUCATION & TRAINING

1) Please list all significant mission conventions, seminars, workshops, etc. (e.g. Urbana) which you have attended (give date, location, duration, content):

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1) We know that some of our applications will have undergraduate or graduate training. In the space below, list any undergraduate and graduate level training that you have received (both secular and theological) starting with the most recent training and working backward in time.

School & Location	Dates Attended	Area of Study	Degree Earned

If you have received a theological degree, please arrange to send us a transcript if possible.

1) Please list any other significant areas of study or training:

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1) Please list any skills or technical abilities (e.g. engineering, mechanics, farming, construction, music, electronics, graphic art, typing, bookkeeping, TESOL, etc.) that you have:

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1) What books have you read that have had particular impact on your life?

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1) Languages known with some degree of proficiency (low = 1, fluent = 4, high = 6):

Language	Speaking	Listening	Writing	Reading

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Language	Speaking	Listening	Writing	Reading

EMPLOYMENT & FINANCIAL INFORMATION

1) Please list your places of employment over the past three years; start with your current or most recent job and work backward in time.				
Dates of Employment	Name & Address of Employer	Title	FT/PT	Reason for leaving

1) What is your current job or means of income?

1) Do you have any outstanding loans or other financial obligations? If yes, what are they, what are your total debts, and what are your plans for fulfilling them?

1) Are your parents or any other people dependent upon you for financial support? Whom and in what way(s)?

1) Are you willing to have your funds handled through Servant Partners? If not, please explain.

DOCTRINE

Please answer the following questions briefly; answers in note form are acceptable. If you do not have an answer to a particular question, feel free to state this. We are not necessarily looking for the “right” answers to these doctrinal questions; we would like to get to know you and be aware of your ideas and positions on these issues.

1) How do you know when someone is a Christian?

1) How important are baptism, the Lord’s supper, and confession in the life of a Christian? Please explain your thinking in each case.

1) Is salvation in any way conditional? Is it possible for a Christian to lose their salvation? Under what circumstances? Please explain your thinking.

1) What is your view of the Bible and its practical use in a Christian’s daily life?

1) How do you handle passages in Scripture that appear to be in conflict?

1) How do you handle passages in Scripture that appear to be in conflict?

1) In passages like I Corinthians 11:2-16, are Paul's commands related to specific conditions in the first century AD, or are they binding upon believers in all times and places? Please explain your answer.

1) What do you regard to be the relationship between faith and social action (Christian involvement in society in order to improve unjust conditions)?

1) How would you advise local believers in another culture who consulted you about proposed involvement in socio-political action (e.g. protest, petition, advocacy, etc.)? Would you personally want to be involved in such action? Would you be prepared to abstain from involvement if the local church asked you to do so? Please explain your answer.

1) What is your understanding of demonic activity? Do you believe a Christian can be demonized? Explain your answer.

1) What are your views on "signs and wonders" and other supernatural phenomena in the present ministry of believers and the church?

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JOINING US IN MINISTRY

1) Have you carefully read over the Servant Partners "Introduction" AND the Servant Partners "Vision for Spirituality and Rule of Life"? (Both are available on the SP website). Please detail any areas in either of these two documents that you: (a) do not fully understand; and/or (b) cannot wholeheartedly endorse at this point.

1) Have you ever applied to any other mission's organization? If so, with what result? Have you ever been dismissed from a missions team? If so, please explain the circumstances.

1) How would you characterize yourself (check all that apply)?

<input type="checkbox"/>	Mainline	<input type="checkbox"/>	Evangelical	<input type="checkbox"/>	Charismatic
<input type="checkbox"/>	Pentecostal	<input type="checkbox"/>	Catholic	<input type="checkbox"/>	Other:

1) Would you have reluctance in serving or ministering with any of the above? If so, which and why?

1) Would you have any reservations about serving under a woman's leadership? If so, please explain.

1) Would you have any reservations about serving under the leadership of someone who is younger than you? If so, please explain.

1) What expectations and/or conditions do you have regarding your life and work overseas (e.g. housing, children's schooling, vacation, finances, etc.)?

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ADDENDUM FOR SITE LEADER APPLICANTS

ADDITIONAL QUESTIONS

1) Describe your sense of call to lead this work and what vision God has given you for it.

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1) Give examples of ministry that you have built and people you have developed. In what ways did the works and people grow? What were you strongest and weakest in doing?

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1) Can you explain some of your methodologies for building ministry and developing people?

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1) Have people moved into leadership roles under your supervision? How so?

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1) Have you had significant conflict with either supervisors or people you have supervised? If so, how have those conflicts resolved? How would people who have supervised you and who you have supervised describe you?

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1) Do you have people who have broken off relationship with you or with whom you have broken off relationship? If so, why?

1) Complete the following sentence. "Whenever I am not sure where God is taking the ministry he has called me to lead I ..."

1) Are there significant sin issues that you have struggled with in your life that would hurt your ability to lead if they resurfaced?

1) List some of the life lessons that God has taught you, particularly as they relate to leadership.

MISCELLANEOUS

Is there anything else you would like us to know about you as we pray for you and consider this application? Use the space below to add any additional thoughts, questions, or prayer requests you have for us at this time.

In applying to Servant Partners, I understand that:

1. I am requesting to be considered a field staff member of Servant Partners, an organization that creates holistic churches that transform urban poor communities.
2. I am applying for career ministry and I understand that if placed on the field, I will likely face extensive difficulties and obstacles both in language requirements, health, comfort, and personal spirituality as I labor among those in need.
3. I recognize that my success will not be measured by my skill, talents, knowledge, or personal charisma, but rather by my call, service, commitment, and humility – my walk with the Lord.
4. I know that Servant Partners is a faith mission and that I must depend totally on God to provide for me spiritually and financially (including equipment, passage, and support) in this endeavor. I am fully in accord with this faith principle, and I will take personal responsibility to pray, cast vision, and pursue building a strong support team of prayer and financial partners.
5. If I am accepted, I agree to fulfill the required trainings as determined by my Team Leader and Servant Partners' Field Director.
6. I have read the Servant Partners *Introduction*, and I have prayerfully considered making this application. I believe that this formal application process is the next step that the Lord wants me to take.
7. All that I have stated in this application is true and accurate.

Digital Signature: _____ **Date:** _____

Please send your completed application and all forms to: pre-field@servantpartners.org

If you have questions or require more information, please contact us at pre-field@servantpartners.org or call (626) 398-1010.