

# STAFF APPLICATION

## YWAM RUSTENBURG VISION

The vision of YWAM Rustenburg is to make a difference by releasing the kingdom of God on the earth in greater measure. As a ministry we have several focuses that include:

### Training & Equipping

Our Discipleship Training School is nine-month program designed to empower and equip the saints of God. This is done in a three-fold manner:

#### 1. Basic Bible Training

The first few months of the DTS are spent laying a solid Biblical foundation through teachings on subjects like salvation, baptism, how to study the Word, spiritual warfare, authority, spiritual disciplines etc. Students are taught how to preach and give testimonies and are given opportunities to teach the material they have learned in various settings. The practical side of ministry is very important to us. Students will not only learn a subject in a classroom but will also be given opportunities to put these things into practice on the field e.g. the week that students are taught on communion and water baptism, they will be taken into village churches, local cell groups and home fellowships to teach the people what they have learned. They will then lead people in the taking of the bread and wine and personally baptize the people in water.

It has been said that people learn five times faster through practical experience than simply through hearing something repetitively and so most of what we do on the school will have practical elements to it.

#### 2. Wholeness & Holiness

Five-fold ministers are called to equip the saints for work of service (Ephesians 4:11). The word equip in the Greek comes from the root word Katartizo, meaning

- to mend
- to repair
- to fix

We recognize that emotional wounds and scars can often hinder the equipping progress and affect areas of our character. A strong emphasis is placed on helping students work through the "stuff" in their lives that hinder the production of the fruit of the Spirit as well as the flow of their spiritual gifts.

Character is vital. Integrity, honor and love are qualities that are earnestly nurtured in the lives of our students.

#### 3. Spiritual & Natural gifts

Through the DTS we help students to discover and develop both the natural and spiritual gifts that God has placed within them. Students will learn what it means to live from the Kingdom of God instead of working for it. Students will learn to heal the sick, cast out demons and prophesy. They will learn how to hear the voice of God and come into a much greater understanding of the Spirit realm.

Students get to practice their gifting when ministering to the lost through street evangelism, door-to-doors, crusades, church services, cell groups, sporting events, service projects, and various other ministry opportunities.

### Community Development & Outreach

Currently we have two feeding schemes where we feed around 100 children a warm meal every weekday. One location is an after-care facility for the orphans where they play games, eat a warm meal and receive spiritual oversight. Although the after-care centre is not complete, our vision is to set up children's jungle gyms, swings and basketball hoops. One room of the centre will get laptops where the students will do various educational activities and learn how to use computers. As a ministry we help to provide school clothes and stationery, clothes, blankets, mattresses and have helped to put water and electricity into some of the orphans homes. The current plan is that the centre will also have a preschool running so that we can care for the children while the single parents can seek employment.

Upon completion of this centre, we hope to duplicate centres around the various villages in Phokeng.

Our desire as a ministry is to reach into every sphere of society whether that is in government, business, the streets, the homeless, prostitutes, drug addicts, orphans and widows, etc. We hope that in the coming years we will have missionaries who will join YWAM Rustenburg to minister in these areas. As missionaries come in with a vision to reach into these areas, we as a ministry will assist the missionary in the area they feel called through arranging training, providing accountability and sending missions teams to support.





### Staff Equipping

We encourage our staff to continue to pursue further training in the areas of their passions and giftings. Various training and equipping sessions are held with staff on various occasions to ensure that they are growing in their own giftings and abilities as leaders, families and ministers.

### Character Development

As a ministry we place enormous emphasis on character. Outside of our everyday struggles with conflict or financial difficulties, we believe that God develops our characters through the environment He places us in and uses the personalities, giftings, strengths and weaknesses of those He surrounds us with to sharpen us. "As iron sharpens irons, so one man sharpens another" (Proverbs 27:17).

The leadership of YWAM Rustenburg strives to mentor and empower their staff as best possible through correction, rebuke, confrontation, accountability, friendship and teaching. We believe it vital that our character should grow together with our gifting and that ministry is not just on some mission field or in the church but that it's important that we are examples in every area of life ranging from how we handle our finances to how we raise our children.

### Community-focused

As a ministry we are called to be a community-focused base. Staff are encouraged to make every effort to be involved in our local community in some way or another. Relationships with people in our community are not only beneficial for our community but for us as a ministry as well.

### A Gateway for Missionaries

There are many people in the world today who desire to be in missions but are not sure where to start or how to get into it. We would like to provide opportunities for people to come and try missions for themselves in a safe and nurturing missions environment.

### A Base of Intimacy & Power

1 Corinthians 4:20 says the, "The kingdom of God does not consist in word, but in power." Our ministry is not so much what we speak but rather how we live. As a ministry we strive for deeper intimacy with God as well as for manifestations of the Spirit of God that result in salvation, miracles, healings and the casting out of demons. We work in environments where the demonic realm is a very real and a regular experience for many and the only way to be effective in our ministries in these environments is through the power of God.





## PLEASE READ THE FOLLOWING INSTRUCTIONS BEFORE COMPLETING YOUR FORMS!!

Thank you for applying to Youth With A Mission Rustenburg; may you know God's grace as you seek His guidance for your life. In order for us to process your application, we must receive all the following completed forms. If a question does not apply to you, please write N/A in the space provided. Husbands and wives enrolling as staff need to fill out separate applications.

### APPLICATION FORMS

These forms must be completed by you and returned to us.

### REFERENCE FORMS

#### Christian friends references

This needs to be completed by two mature Christian friends who have known you over the last three years.

#### Previous YWAM leader's reference

This needs to be completed by your last YWAM leader.

#### Pastor's Reference Form

This needs to be completed by your pastor (area pastor/home group leader/spiritual leader)

### LIFE QUESTIONS

Please carefully answer the life questions. The reason for these personal questions is to help us more accurately assess your application, and if accepted, to help us understand you as a person. Please be assured that your application will be treated with the strictest confidentiality.

### PHOTOGRAPH

Please submit a passport-size photograph with your application.

### BACKGROUND CHECK

A copy of your National Police Clearance is required ( US citizens, FBI background check)

### FINANCES

We encourage our single staff to have a monthly support of at least R1700.00 (ZAR) and our married staff at least R4500.00 (ZAR).

### PLEASE SEND ALL FORMS TO:

The Registrar  
YWAM Rustenburg  
P O Box 21441  
Protea Park  
Rustenburg  
0305  
South Africa  
Tel: (+27) 14 592 5290  
Fax:(+27) 14 592 5290  
email: info@ywamrustenburg.org

### REGISTRATION FEES ACCOMPANYING THE APPLICATION FORMS

1. South African residents applying from within the country shall pay R200.00 each, and R300.00 for couples.
2. Applicants applying from abroad shall pay \$50 each and \$75 for couples.

### RECOMMENDED MONTHLY SUPPORT

Category A: First World Nations e.g. North America, European Union, Australasian (including Japan) Nations ZAR 1600.00

Category B: Second World Nations e.g. the G22 group including Nigeria, South Africa, Russia, Brazil, Malaysia and Korea ZAR 1100.00

Category C: Third World Nations e.g. India, Malawi, Kenya, Ghana and South Africans coming from a Third-world environment (previously disadvantaged communities) ZAR 700.00

Please note: Staff fees only cover food & accommodation if the aforementioned applicant chooses to live on base. Staff who wish to live off base may do so but are responsible for covering their own food and accommodation. Staff who live off base are not required to pay staff fees to the base.

Staff will be required to give regular feedback to those who support them both financially and spiritually





# STAFF APPLICATION

## PERSONAL INFORMATION

Area of service you feel called to [youth, administration, childrens etc.] \_\_\_\_\_

When are you able to start \_\_\_\_\_

Length of Commitment: \_\_\_\_\_

YWAM Rustenburg requires staff to commit for a minimum of 2 years.

This ensures we have sufficient time to build into and mentor our staff before they move on.

### Contact Details

Permanent Address \_\_\_\_\_

\_\_\_\_\_

Present Address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Telephone [include country code and area code] \_\_\_\_\_

Mobile \_\_\_\_\_ Fax \_\_\_\_\_

E-mail address [please print legibly] \_\_\_\_\_

Date of Birth [Day / Month / Year] \_\_\_\_\_ Age \_\_\_\_\_

Gender:  Male  Female

Marital Status:  Single  Engaged  Married  Separated  Widowed  Divorced

Spouse's name [if applicable] \_\_\_\_\_

Date of Birth \_\_\_\_\_

### Children

Name \_\_\_\_\_ Date of Birth \_\_\_\_\_

Name \_\_\_\_\_ Date of Birth \_\_\_\_\_

Name \_\_\_\_\_ Date of Birth \_\_\_\_\_

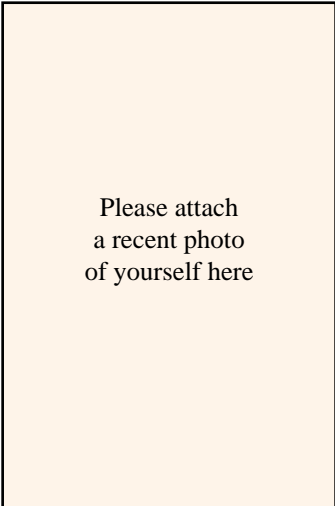
Name \_\_\_\_\_ Date of Birth \_\_\_\_\_

Note that married people **MUST** be accompanied by their spouse and children

## PASSPORT DETAILS

Country of Citizenship \_\_\_\_\_

Passport Number \_\_\_\_\_ Valid Until \_\_\_\_\_





To be filled by YWAMers

SCHOOLS

Have you previously attended a YWAM school(s)? Yes No
If yes, please list all schools that you have done, as well as outreaches, complete with dates and locations.
Use an additional sheet of paper if necessary

School \_\_\_\_\_ Location \_\_\_\_\_

Outreach location \_\_\_\_\_ Year of completion \_\_\_\_\_

School \_\_\_\_\_ Location \_\_\_\_\_

Outreach location \_\_\_\_\_ Year of completion \_\_\_\_\_

School \_\_\_\_\_ Location \_\_\_\_\_

Outreach location \_\_\_\_\_ Year of completion \_\_\_\_\_

DEGREE

Are you pursuing a U of N degree? Yes No

University of Nations College \_\_\_\_\_ Major \_\_\_\_\_

Degree Level \_\_\_\_\_ Number of Credits Pending \_\_\_\_\_

STAFF BACKGROUND

Have you ever been on YWAM staff? Yes No

If yes, please list below:

Staff position held \_\_\_\_\_ Location \_\_\_\_\_

Period \_\_\_\_\_ Supervisor \_\_\_\_\_

Staff position held \_\_\_\_\_ Location \_\_\_\_\_

Period \_\_\_\_\_ Supervisor \_\_\_\_\_

Please arrange for your most recent YWAM supervisor to send a Reference Form to the YWAM Rustenburg Registrar's office

I am willing to commit myself to the YWAM leadership and co-operate with them at all times

Applicant's signature \_\_\_\_\_

Dated \_\_\_\_\_

[Day/Month /Year]

If the applicant is under 18 years of age, signature of parent or guardian is required.

Name of parent/guardian \_\_\_\_\_

Signature \_\_\_\_\_





# CONFIDENTIAL HEALTH FORM

Please answer ALL questions. Explain any 'YES' answers in the space below or on a separate sheet of paper.

Have you ever had, or do you have, any of the following?

- |                                              |                                                |
|----------------------------------------------|------------------------------------------------|
| <input type="checkbox"/> Skin conditions     | <input type="checkbox"/> Intestinal troubles   |
| <input type="checkbox"/> Shortness of breath | <input type="checkbox"/> Epilepsy              |
| <input type="checkbox"/> Stomach ulcer       | <input type="checkbox"/> Rheumatism/arthritits |
| <input type="checkbox"/> Eye trouble         | <input type="checkbox"/> Recurrent diarrhea    |
| <input type="checkbox"/> Hay fever/asthma    | <input type="checkbox"/> Fainting spells       |
| <input type="checkbox"/> Gall bladder issues | <input type="checkbox"/> Back problems         |
| <input type="checkbox"/> Heart conditions    | <input type="checkbox"/> Diabetes              |
| <input type="checkbox"/> Ear trouble         | <input type="checkbox"/> Kidney disease        |
| <input type="checkbox"/> Heart trouble       | <input type="checkbox"/> Dislocation of joints |
| <input type="checkbox"/> Jaundice            | <input type="checkbox"/> Mental disorders      |
| <input type="checkbox"/> Head injury         | <input type="checkbox"/> Nervous disorders     |
| <input type="checkbox"/> High blood pressure | <input type="checkbox"/> Weakness              |
| <input type="checkbox"/> Hepatitis           | <input type="checkbox"/> Broken bones          |
| <input type="checkbox"/> Recurrent headache  | <input type="checkbox"/> Anemia                |
| <input type="checkbox"/> Low blood pressure  | <input type="checkbox"/> Paralysis             |
| <input type="checkbox"/> Insomnia            | <input type="checkbox"/> Eating disorders      |
| <input type="checkbox"/> Anorexia nervosa    | <input type="checkbox"/> Venereal disease      |
| <input type="checkbox"/> Tumor               | <input type="checkbox"/> Allergies             |
| <input type="checkbox"/> Cancer              | <input type="checkbox"/> Bulimia               |
| <input type="checkbox"/> Appendectomy        | <input type="checkbox"/> Surgery               |
| <input type="checkbox"/> Tonsillectomy       | <input type="checkbox"/> Hernia repair         |

**FEMALES ONLY**

- |                                            |                                            |
|--------------------------------------------|--------------------------------------------|
| <input type="checkbox"/> Irregular periods | <input type="checkbox"/> Severe cramps     |
| <input type="checkbox"/> Excessive flow    | <input type="checkbox"/> Are you pregnant? |

If you answered YES to any of the above questions, please explain:

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Are you allergic to any food (eggs, peanuts, fish, etc.)? Please explain.

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Are you allergic to anything else (bee stings, pollen, etc.)? Please explain.

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Do you have any physical handicaps or health conditions that require special attention? Yes No Specify

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

How would you rate your current emotional stability?

- Excellent
- Good
- Fair
- Poor

Is there anything else we should be aware of? Please specify.

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**IMMUNIZATIONS**

Because of the nature of mission work, there is high risk of exposure to communicable diseases.

**YOUTH WITH A MISSION DOES NOT TAKE RESPONSIBILITY FOR ANYONE WHO GETS CONTAMINATED BY THE BLOOD OR BODILY FLUIDS OF ANOTHER PERSON AND THEREBY CONTRACTS HIV/AIDS, HEPATITIS OR ANY OTHER COMMUNICABLE DISEASE.**

Youth With A Mission advises each prospective staff to ensure that the following IMMUNIZATIONS are received BEFORE coming to the school.

- Injectable or oral Polio vaccine
- Tetanus
- Typhoid vaccine
- Hepatitis A
- Hepatitis B
- Meningitis vaccine
- MALARIA (you will need to bring malaria prophylaxis with you. We are not a malaria area but it is possible we may go to a malaria area for outreach. These drugs are available in our pharmacies/Drug Stores.)





**EMERGENCY INFORMATION**

Contact person in case of emergency

Surname \_\_\_\_\_

First name \_\_\_\_\_

Relationship \_\_\_\_\_  
i.e. father, mother, brother etc.

Telephone \_\_\_\_\_  
(include country & area code)

Cell phone \_\_\_\_\_  
(include country & area code)

E-mail address \_\_\_\_\_

Home Church \_\_\_\_\_

\_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**STAFF EMERGENCY INFORMATION**

Height                      Weight                      Blood Type

\_\_\_\_\_                      \_\_\_\_\_                      \_\_\_\_\_  
cm                              Kg

Are you allergic to any drugs?      Yes                      No

Please specify

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**CONSENT FOR TREATMENT**

In the case of an emergency I/we hereby agree to the performance of such treatment, including anesthesia and surgery, as the attending doctor or physician deem necessary.

Applicant's signature \_\_\_\_\_

Dated \_\_\_\_\_  
Day/ Month /Year

If the applicant is under 18 years of age, signature of parent or guardian is required.

Name of parent/guardian \_\_\_\_\_

Signature \_\_\_\_\_

Dated \_\_\_\_\_  
Day /Month /Year

**INDEMNITY**

I/We do hereby agree that I will not hold Youth With A Mission, its staff, agents and volunteers responsible for any illness, injury, damage or loss incurred by said person(s) during the course of involvement with Youth With A Mission.

Applicant's signature \_\_\_\_\_

Dated \_\_\_\_\_  
Day / Month / Year

If the applicant is under 18 years of age, signature of parent or guardian is required.

Name of parent/guardian \_\_\_\_\_

Signature \_\_\_\_\_

Dated \_\_\_\_\_  
Day / Month /Year







# LIFE QUESTIONS

Please answer the following questions on a separate sheet of paper. When answering Life Questions, especially the questions regarding your spiritual life, please answer as openly and fully as possible. This will help us better assess your application.

## 1. PERSONAL BACKGROUND

a. Parent's name:

Address:

Phone:

Father's Occupation:

Mother's Occupation:

Parent's Church Affiliation:

b. Are there any past experiences i.e. drug or alcohol addiction, homosexuality, extramarital activity, abortions, pornography, occult practices etc. that we should know about as we consider your application?

c. Please give relevant history if you have been divorced, separated or remarried.

d. Do you have any children from marriage or outside of marriage? (Please list names and ages)  
(If outside of marriage, please explain)

e. Are you still receiving help in any of the above areas?  
Would you appreciate counsel should you be accepted as staff?

f. Have you ever been charged or convicted of any crime?  
(If yes, please explain)  
(Please note that your answers may not preclude you from volunteering with YWAM Rustenburg but are only a way to help us understand where you are coming from and how we may be able to minister to you as staff.)

g. What are your primary love languages (list two that you most show towards other people)

- Quality Time       Receiving Gifts
- Acts of Service     Words of Affirmation
- Physical Touch

h. List two love languages that you most like to receive from other people

- Quality Time       Receiving Gifts
- Acts of Service     Words of Affirmation
- Physical Touch

i. How would you rate yourself on the below characteristics?  
(circle one) (1 = weak    5 = strong)

Reliance	1	2	3	4	5
Humility	1	2	3	4	5
Integrity	1	2	3	4	5
Teamwork	1	2	3	4	5
Transparency	1	2	3	4	5

j. How does your family feel about your decision for missions?  
Are there any domestic situations that might make it necessary for you to return home?

k. Our mission consists of believers from various church denominations and ministries. At YWAM Rustenburg we stress the basis of unity and honor and ask all staff not to argue over or push other doctrines or experiences. Each person is free to share his or her views when asked or when others desire to discuss them, but we feel it is important that this be done in love and without pressurizing others to believe as you do. We give freedom of diversity of doctrinal beliefs as you have a clear understanding of 1 Cor 15:3-4. We embrace the move of the Holy Spirit and are committed to being open to all that God has for us during these exciting and challenging times.

Do you accept this:  Yes     No

## 2. LEGAL INFORMATION

Are you involved in any current or pending lawsuits or legal proceedings?  Yes     No

If yes please give details.

## 3. PERSONAL LIFE

1. Please check the words that in your opinion best describe yourself:

- |                                                |                                          |                                         |
|------------------------------------------------|------------------------------------------|-----------------------------------------|
| <input type="checkbox"/> active                | <input type="checkbox"/> depressed       | <input type="checkbox"/> impulsive      |
| <input type="checkbox"/> submissive            | <input type="checkbox"/> nervous         | <input type="checkbox"/> hurting        |
| <input type="checkbox"/> impatient             | <input type="checkbox"/> sincere         | <input type="checkbox"/> moody          |
| <input type="checkbox"/> flexible              | <input type="checkbox"/> imaginative     | <input type="checkbox"/> organized      |
| <input type="checkbox"/> serious               | <input type="checkbox"/> guilty          | <input type="checkbox"/> good-natured   |
| <input type="checkbox"/> courageous            | <input type="checkbox"/> quiet           | <input type="checkbox"/> people lover   |
| <input type="checkbox"/> likable               | <input type="checkbox"/> humorous        | <input type="checkbox"/> fearful        |
| <input type="checkbox"/> loyal                 | <input type="checkbox"/> lonely          | <input type="checkbox"/> ambitious      |
| <input type="checkbox"/> persistent            | <input type="checkbox"/> easy-going      | <input type="checkbox"/> hard-working   |
| <input type="checkbox"/> introvert             | <input type="checkbox"/> self-confident  | <input type="checkbox"/> extrovert      |
| <input type="checkbox"/> excitable             | <input type="checkbox"/> stubborn        | <input type="checkbox"/> self-conscious |
| <input type="checkbox"/> calm                  | <input type="checkbox"/> sensitive       | <input type="checkbox"/> insecure       |
| <input type="checkbox"/> optimistic            | <input type="checkbox"/> practical       | <input type="checkbox"/> perfectionist  |
| <input type="checkbox"/> warm                  | <input type="checkbox"/> easily offended |                                         |
| <input type="checkbox"/> exceedingly emotional |                                          |                                         |





2. Currently, how does the way you live demonstrate an attitude of self-discipline, teachability, servant spirit, flexibility, accountability, initiative, perseverance, and a sense of humor?

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4. EXPERIENCE AND EDUCATION

1. Are you an ordained or licensed clergyman?

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2. What books and periodicals have influenced you most?

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3. Are you a member of, or under appointment of, another mission board? Yes/No

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4. Has another mission board ever turned you down? Yes/No Give details.

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5. What part have you taken in the activities of your community, and to what organization of civic, political, church, or community nature have you belonged? And how long were you in each position?

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6. What level of education have you completed?

7. What is your present occupation?

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8. List your past job experiences up to the present. (Use a separate sheet if it is needed.)

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9. List your skills and hobbies, and give some indication as to the degree of your competence in them.

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5. CHRISTIAN LIFE AND CALL

1. Describe your present relationship with God.

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2. We have three main areas of involvement, namely Training, Mercy Ministries and Evangelism. Some of our staff go to the spiritually and physically needy areas in Africa and elsewhere, some train others to get there, while others play a vital support role through being involved locally in administration and enabling others to go.

Which area of YWAM Rustenburg do you primarily see yourself involved in?

Training    Mercy Ministries    Evangelism  
(or a combination of these?)





On joining YWAM Rustenburg, we expect that your heart will be like ours. The following questions will help us to continue that focus in your life and enable you to reach your goals.

Write a statement describing your call including the following information:

a. How God called you into missionary service?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Which of the following ministries are you most interested in?  
You may check more than one.

**OUTREACH MINISTRIES**

- Children's Ministry     Youth Ministry
- Evangelism/drama     Married couples
- Sports Ministry     Church Planting
- Serving local church(es)

**SUPPORT MINISTRIES**

- Graphic design     Accounting
- Garden     Kitchen
- Receptionist     Administration
- Housekeeping     Communication
- Secretary     Hospitality
- General maintenance     Transport/vehicles
- Mechanic     Fundraising/promotion

**PERSONNEL**

- Pastoral Care     Counseling

**TRAINING**

- School Staff     Leadership Training
- Equipping and mentoring

**MERCY MINISTRIES**

- Primary Health Care
- Feeding schemes
- Community development
- Working with Prostitutes
- Orphans & Vulnerable children
- Homeless
- The Elderly

**BUSINESS/PROJECTS**

- Skill Development Training
- Media     Beadwork & Sowing

**FARMING**

- Caring for cattle     Chickens

3. Can you work with an international and interdenominational team? You need to be compatible with the team's values. If you agree after reading and studying the information, please sign :

I, \_\_\_\_\_ (Your full name) have read, understood and agree with the Statement of values. I also understand that at any point, if my behavior is deemed inappropriate by the leaders of YWAM Rustenburg, I will be asked to leave and no longer volunteer with YWAM Rustenburg.

\_\_\_\_\_  
(Your Signature)

\_\_\_\_\_  
(Date)





**6. OTHER**

Answer the following on a separate sheet of paper.

- a. To what area of ministry do you feel specifically called?
- b. Where would you like to be in 5 years time?
- c. What part of the world are you interested in? e.g. Muslim nations, Far East, Africa, South America, etc?
- d. What skills and gifts do you need to develop in order to fulfill the destiny to which you feel called?
- e. How would you see the staff position for which you are applying fulfilling that need?
- f. If you are not of age (18-21 depending on your nationality), do your parents approve of you joining YWAM?
- g. Describe your present relationship with your parents and the rest of your family.
- h. If money was not an issue, what vocation would you pursue?
- i. What motivates/ drives you? List the three things you are most passionate about (even if they are of little spiritual importance)
- j. List five strengths you feel you have or that others have recognized in you.
- k. List five weaknesses you feel you have or that others have recognized in you.
- l. What is your objective in coming to YWAM Rustenburg? What do you anticipate from the experience?
- m. Regarding base leadership, what are you hoping to receive from them – please list your expectations in order of importance.

**7. ENGLISH PROFICIENCY**

Please indicate by number your proficiency in English. (1 = very bad and 5 = very good)

- 1. What is your ability to speak English?  
 1     2     3     4     5
- 2. How well can you understand spoken English?  
 1     2     3     4     5
- 3. How well can you write in English?  
 1     2     3     4     5
- 4. What is your ability to understand written English?  
 1     2     3     4     5

**LIABILITY RELEASE**

I/We hereby release YOUTH WITH A MISSION, its agents, employees and volunteer assistants from any liability whatsoever arising out of any injury, damage or loss, which may be sustained by the above mentioned person during the course of involvement with YOUTH WITH A MISSION. I/We agree to resolve any and all disputes with YOUTH WITH A MISSION, YWAM directors or staff by means of reconciliation or arbitration, and waive the right to pursue action by way of litigation.

\_\_\_\_\_  
Staff applicant's signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Parent/guardian signature (if under 21)

\_\_\_\_\_  
Relationship to staff applicant

**LEGAL CONSENT FOR MINORS**

I hereby give consent for

\_\_\_\_\_  
(Complete name of minor)

To travel outside the Republic of South Africa with YOUTH WITH A MISSION.

\_\_\_\_\_  
Staff applicant's signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Parent/guardian signature

\_\_\_\_\_  
Relationship to staff applicant

**DECLARATION**

In applying to YWAM Rustenburg, I declare that the information I have submitted in the above application is correct.

\_\_\_\_\_  
Applicant's signature or Parent/guardian signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Relationship to staff applicant





# REFERENCES

## REFERENCES

In considering your application, it is our policy to request that you submit the names of four references, one being your minister, the other being your last YWAM leader and also the names of two people who will complete the two Confidential Reference Forms for you.

### PASTOR'S REFERENCE

Minister's [Pastor, Bishop, etc.] name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

### YWAM REFERENCE

Name of last YWAM Leader: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

## CONFIDENTIAL REFERENCE FORMS TO BE COMPLETED BY:

1) Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

2. Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_





# PASTORAL REFERENCE

Name of Applicant

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Name of Reference

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Return all forms to:  
 The Registrar  
 YWAM Rustenburg  
 P O Box 21441  
 Protea Park  
 Rustenburg  
 0305  
 Tel: (+27) 14 592 5290  
 Fax: (+27) 14 592 5290

The applicant named above has applied for a staff position with YOUTH WITH A MISSION in Rustenburg, South Africa. YWAM is an international, non-profit, faith ministry and is not underwritten by any group, church or denomination. In order to adequately evaluate the applicant for admission, we would appreciate your supplying the information requested on this form. Your comments will help us to make a wise decision in accepting the applicant and to effectively meet his/her needs should he/she be accepted as a member of our team.

### 1. RELATIONSHIP WITH APPLICANT

What is your relationship with the applicant?

In what ways has the applicant been involved in the church and its various programs?

How long have you known the applicant?

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On a scale of 1 to 10, how well do you feel you know the applicant? (1 being very little and 10 intimately)

1  2  3  4  5  6  7  8  9  10

### 2. CHRISTIAN EXPERIENCE

For how long has the applicant attended your church? (if applicable)

In your consideration, which of the following would best describe the applicant's Christian experience?

- Mature  Contagious
- Over-emotional  Superficial
- Genuine & growing

### 3. PERSONAL PROFILE

Please describe in your own words how you would rate the applicant in the following areas: [1=weak 6=strong]

Initiative                      1      2      3      4      5      6

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Attitude to work            1      2      3      4      5      6

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Social adaptability      1    2    3    4    5    6

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Reliability                1    2    3    4    5    6

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Personal appearance    1    2    3    4    5    6

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Co-operation             1    2    3    4    5    6

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Concern for others      1    2    3    4    5    6

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Self-discipline          1    2    3    4    5    6

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Leadership                1    2    3    4    5    6

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Christian character      1    2    3    4    5    6

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Emotional stability      1    2    3    4    5    6

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Temperament            1    2    3    4    5    6

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Ability to follow        1    2    3    4    5    6

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Punctuality              1    2    3    4    5    6

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Flexibility                1    2    3    4    5    6

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Perseverance            1    2    3    4    5    6

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Stewardship             1    2    3    4    5    6

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Ability to cope with stress 1    2    3    4    5    6

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Please indicate what words or descriptions best pertain to the applicant

- impatient
- intolerant
- easily embarrassed
- easily offended
- frequently worried
- nervous or tense
- unable to cope with stress
- prejudiced
- domineering
- argumentative
- critical of others
- discouraged
- anxious
- given to moods
- addictive behavior
- erratic in attitudes

If you have noticed any or similar limitations in the applicant's life, please elaborate.

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

- Yes  No If YES, please explain.

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#### 4. FAMILY BACKGROUND

Please comment briefly on the applicant's family background (if known)

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#### 5. ADDITIONAL COMMENTS

Does the applicant display prejudice towards other races or nationalities?

- Yes  No  Unaware If YES, please explain.

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Is the applicant financially responsible?

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Would you please make any comments regarding the applicant which you feel could be helpful (use a separate sheet of paper if necessary)

#### 6. RECOMMENDATION

Would you recommend the applicant?

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- Above-average prospect
- Exceptional prospect

#### 7. REFEREE INFORMATION

I declare that the contents of this confidential reference are correct to the best of my knowledge

Mr. Mrs. Miss

Surname \_\_\_\_\_

First Name \_\_\_\_\_

Telephone (include country & area code)

---

Mobile (include country & area code)

---

E-mail address \_\_\_\_\_

Signature \_\_\_\_\_

Dated \_\_\_\_\_

Day/Month/ Year

Thank you for your assistance. Would you like to receive further information about YWAM Rustenburg?

- Yes  No

Please feel free to contact us on +27 (0)14 5925290 if you have any additional comments or queries.

Please note: the Pastoral Reference Form is not be returned to the applicant but to be sent directly to the registrar of YWAM Rustenburg





# FRIEND REFERENCE

Name of Applicant

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Name of Reference

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YWAM Rustenburg  
P O Box 21441  
Protea Park  
Rustenburg  
0305  
Tel: (+27) 14 592 5290  
Fax: (+27) 14 592 5290

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Telephone (include country & area code)

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Mobile (include country & area code)

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E-mail address \_\_\_\_\_

Signature \_\_\_\_\_

Dated \_\_\_\_\_

Day/Month/ Year

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Yes  No

Please feel free to contact us on +27 (0)14 5925290 if you have any additional comments or queries.

Please note: the Reference Form is not be returned to the applicant. Please mail or fax it directly to the registrar of YWAM Rustenburg.





# STATEMENT OF VALUES

## **Know God**

YWAM is committed to know God, His nature, His character and His ways. We seek to reflect who He is in every aspect of our lives and ministry. The automatic overflow of knowing and enjoying fellowship with God is a desire to share Him with others.

## **Make God Known**

YWAM is called to make God known throughout the whole world, and into every arena of society through evangelism, training and mercy ministries. We believe that salvation of souls should result in transformation of societies thus obeying Jesus' command to make disciples of all nations.

## **Hear God's Voice**

YWAM is committed to creating with God through listening to Him, praying His prayers and obeying His commands in matters great and small. We are dependent upon hearing His voice as individuals, together in team contexts and in larger corporate gatherings, as an integral part of our process for decision making.

## **Practice Worship And Intercessory Prayer**

YWAM is dedicated to worship Jesus and engage in intercessory prayer as integral aspects of daily life. We also recognize the intent of Satan to destroy the work of God and we call upon God's power and the Holy Spirit to overcome his strategies in the lives of individuals and in the affairs of nations.

## **Be Visionary**

YWAM is called to be visionary, continually receiving, nurturing and releasing fresh vision from God. We support the pioneering of new ministries and methods, always willing to be radical in order to be relevant to every generation, people group, and sphere of society. We believe that the apostolic call of YWAM requires the integration of spiritual eldership, freedom in the Spirit and relationship, centered on the Word of God.

## **Champion Young People**

YWAM is called to champion youth. We believe God has gifted and called young people to spearhead vision and ministry. We are committed to value, trust, train, support, make space and release them. They are not only the Church of the future; they are the Church of today. We commit to follow where they lead, in the will of God.

## **Be Broad-Structured And Decentralized**

YWAM is broad-structured and diverse, yet integrated. We are a global family of ministries held together by shared purpose, vision, values and relationship. We believe that structures should serve the people and the purposes of God. Every ministry at every level has the privilege and responsibility of accountability to a circle of elders, with overall international accountability to the YWAM Global Leadership Team.

## **Be International And Interdenominational**

YWAM is international and interdenominational in its global scope as well as its local constituency. We believe that ethnic, linguistic and denominational diversity, along with redeemed aspects of culture, are positive factors that contribute to the health and growth of the Mission.

## **Have A Biblical Worldview**

YWAM is called to a Biblical worldview. We believe that the Bible makes a clear division between good and evil; right and wrong. The practical dimensions of life are no less spiritual than the ministry expressions. Everything done in obedience to God is spiritual. We seek to honor God with all that we do, equipping and mobilizing men and women of God to take roles of service and influence in every arena of society.

## **Function In Teams**

YWAM is called to function in teams in all aspects of ministry and leadership. We believe that a combination of complementary gifts, callings, perspectives, ministries and generations working together in unity at all levels of our Mission provides wisdom and safety. Seeking God's will and making decisions in a team context allows accountability and contributes to greater relationship, motivation, responsibility and ownership of the vision.

## **Exhibit Servant Leadership**

YWAM is called to servant leadership as a lifestyle, rather than a leadership hierarchy. A servant leader is one who honors the gifts and callings of those under his/her care and guards their rights and privileges. Just as Jesus served His disciples, we stress the importance of those with leadership responsibilities serving those whom they lead.

## **Do First, Then Teach**

YWAM is committed to doing first, then teaching. We believe that firsthand experience gives authority to our words. Godly character and a call from God are more important than an individual's gifts, abilities and expertise.

## **Be Relationship-Oriented**

YWAM is dedicated to being relationship-oriented in our living and working together. We desire to be united through lives of holiness, mutual support, transparency, humility, and open communication, rather than a dependence on structures or rules.

## **Value The Individual**

YWAM is called to value each individual. We believe in equal opportunity and justice for all. Created in the image of God, people of all nationalities, ages and functions have distinctive contributions and callings. We are committed to honoring God-given leadership and ministry gifts in both men and women.

## **Value Families**

YWAM affirms the importance of families serving God together in missions, not just the father and/or mother. We encourage the development of strong and healthy family units, with each member sharing the call to missions and contributing their gifts in unique and complementary ways.

## **Rely On Relationship-Based Support**

YWAM is called to a relationship-based support system, depending upon God and His people for financial provision, both corporately and individually. We believe that relationship-based support promotes responsibility, accountability, communication, and mutual prayer. It involves the donor as a partner in ministry. As God and others have been generous toward us, so we desire to be generous. YWAMers give themselves, their time and talents to God through the Mission with no expectation of remuneration.

## **Practice Hospitality**

YWAM affirms the ministry of hospitality as an expression of God's character and the value of people. We believe it is important to open our hearts, homes, campuses and bases to serve and honor one another, our guests and the poor and needy, not as acts of social protocol, but as expressions of generosity.

