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**Welcome to the Servant Partners**

**staff application.**

We are so glad that you are discerning your calling and considering partnership with us. If you have not already, please schedule a time to talk with our recruiting team (recruiting@servantpartners.org) and the staff leaders for the site you are interested in.

***\*Please note, anyone applying to Servant Partners staff must have already completed one of the following training experiences:***

* Leadership role with SP site (5+ years)
* Internship (9+ months)
* Community Transformation Certificate (3 months)

**Guidance for the Application**

This is a thorough application that invites you to reflect deeply and honestly on your life with God and calling to urban marginalized communities. Here are some tips and thoughts about the application:

**Complete it with Someone**

You can complete the application on your own or work through it in a conversational style with a recruiter. If you have any questions through the process, you can contact recruiting@servantpartners.org or call our office at (626) 398-1010.

**Complete it Prayerfully**

Reflect and answer these questions *with* God, notice what excites you, gives peace, or troubles your heart. This is a discernment process with the Holy Spirit and not just a job application.

**Complete it with Freedom**

You are deeply loved by God and have been given a calling! No matter what happens through this process, may it lead to blessing and growth for you.

**Complete it with Peace**

This application invites you to reflect deeply and share vulnerably. Servant Partners is not looking for “perfect” people or answers. We want to better know you and your journey with God so we can discern calling and fit together.

*\*Please note, spouses must complete a separate application if they are also applying to staff. If your spouse is not applying, we still encourage a conversation with the recruiting team and site leaders due to the nature of our ministry.*

**Confidential References**

All applicants are required to submit three confidential reference forms. **Please note, these cannot be completed by a family member.**

Please forward the links located above this application to your references to complete and submit. If possible, all your references should have known you for at least two years.

* [Pastor or Global Outreach Chairperson Reference Form *(of your home or sending church)*](https://www.servantpartners.org/staffpastor)
* [Ministry Leader Reference Form *(someone you have served under)*](https://www.servantpartners.org/staffministry)
* [Friend or Roommate Reference Form](https://www.servantpartners.org/stafffriend)

**Application Process**

**Step 1: Initial Review**

Your application will be reviewed by our Candidate Discernment Team (CDT). Please allow 3-5 weeks after all application materials have been submitted for a response from our team.

If the Discernment Team decides to advance your application, the next step of discernment includes contacting your references and an interview.

After the interview, if the CDT decides to extend a conditional offer of acceptance, you will be invited to  complete a background check and personality profile.

**Step 2: Personality Profile and Background Check**

The personality profile informs you and the CDT about what strengths and areas of growth you bring to the specific role and team you are applying for.

The personality profile is conducted by a licensed therapist and the results are confidential. The staff candidate, CDT, certain admin staff, and staff who would supervise or provide pastoral care to the candidate will have access to the results. The cost of this profile is $550. Servant Partners will initially cover the review cost, but if accepted onto staff, you will need to fundraise this cost as part of your support. If you are not accepted onto staff, you will incur no costs for this personality profile.

**Step 3: Final Decision**

After the personality profile and background check are completed and reviewed, the CDT will make one of three decisions:

1) Full acceptance to Servant Partners

2) Pursuing further growth or healing and reapplying in the future, or

3) Not joining Servant Partners at this time

If you are offered full acceptance, this decision will also include what role best suits your strengths and calling. Please be aware this entire application process can take several months to complete. Once accepted to the organization and a role, staff begin pre-field training including Global Urban Training School, a required multi-week training for all new staff.

**Contact Information & Submitting Application**

We look forward to getting to know you better through this process!  If you have questions or would like more information, please contact our team at recruiting@servantpartners.org or call (626) 398-1010. Completed applications can be emailed to recruiting@servantpartners.org.

Servant Partners ∙ P.O. Box 3144, Pomona, CA 91769

Telephone: (626) 398-1010 ∙ Fax: (626) 398-1028

**PERSONAL INFORMATION & REFERENCES**

**Name:** Click here to enter text.

**Sex: M** [ ]  **F** [ ]

**Ethnicity (Optional):** Click here to enter text.

**Are you 18 or older?** Y[ ]  N[ ]

**Legally eligible to work in the U.S.?** Y[ ]  N[ ]

**Do you have a valid passport?** Y[ ]  N[ ]

 **Expiration Date:** MM/DD/YYYY

 **If you do not, are you able to obtain one?** Y[ ]  N[ ]

**Permanent Street Address:** Address, City, State, Country, ZIP Code

**Permanent Phone:** Click here to enter text.

 **Best Time to Call:** Click here to enter text.

**Current Street Address:** Click here to enter text.

**Current Phone:** Click here to enter text.

**Best Time to Call:** Click here to enter text.

**Email:** Click here to enter text.

**How did you hear about Servant Partners?**

Click here to enter text.

**What role and site are you applying for?**

Click here to enter text.

**Church Information**

**Home Church Name:** Click here to enter text.

**Denomination:** Click here to enter text.

**Website:** Click here to enter text.

**Church Address:** Click here to enter text.

**Pastor’s Name:** Click here to enter text.

**Global Outreach Chairperson:** Click here to enter text.

**Phone:** Click here to enter text.

**Email:** Click here to enter text.

**Are you a member?** Y[ ]  N[ ]

**How did you hear about Servant Partners?**

Click here to enter text.

**Reference Contact Information**

*Please provide us with the names and contact information for your references below.*

**Pastor/Outreach Chairperson** (if different from above)

**Name:** Click here to enter text.

**Address:** Click here to enter text.

**Phone:** Click here to enter text.

**Email:** Click here to enter text.

**Relationship to you:** Click here to enter text.

**Ministry Leader Reference**

**Name:** Click here to enter text.

**Address:** Click here to enter text.

**Phone:** Click here to enter text.

**Email:** Click here to enter text.

**Relationship to you:** Click here to enter text.

**Friend Reference**

**Name:** Click here to enter text.

**Address:** Click here to enter text.

**Phone:** Click here to enter text.

**Email:** Click here to enter text.

**Relationship to you:** Click here to enter text.

**Work References**

Please share information for your three most recent jobs.

**Job 1**

|  |  |
| --- | --- |
| **Job Title** | Click here to enter text. |
| **Employer** | Click here to enter text. |
| **Supervisor Name** | Click here to enter text. |
| **Supervisor Email** | Click here to enter text. |
| **Supervisor Phone** | Click here to enter text. |
| **Date Began** | MM/DD/YYYY |
| **Date Ended** | MM/DD/YYYY |
| **Brief Job Description** | Click here to enter text. |

**Job 2**

|  |  |
| --- | --- |
| **Job Title** | Click here to enter text. |
| **Employer** | Click here to enter text. |
| **Supervisor Name** | Click here to enter text. |
| **Supervisor Email** | Click here to enter text. |
| **Supervisor Phone** | Click here to enter text. |
| **Date Began** | MM/DD/YYYY |
| **Date Ended** | MM/DD/YYYY |
| **Brief Job Description** | Click here to enter text. |

**Job 3**

|  |  |
| --- | --- |
| **Job Title** | Click here to enter text. |
| **Employer** | Click here to enter text. |
| **Supervisor Name** | Click here to enter text. |
| **Supervisor Email** | Click here to enter text. |
| **Supervisor Phone** | Click here to enter text. |
| **Date Began** | MM/DD/YYYY |
| **Date Ended** | MM/DD/YYYY |
| **Brief Job Description** | Click here to enter text. |

**YOUR FAMILY**

*Our ministry is a calling that impacts our relationships and families. We would like to learn more about the most important relationships in your life.*

**Relationship Status** (please check all that apply)

[ ]  **Single**

[ ]  **Currently dating someone**

[ ]  **Engaged**

 **Fiancé’s Name:** Click here to enter text.

 **Wedding Date:** MM/DD/YYYY

[ ]  **Married Date:** MM/DD/YYYY

[ ]  **Widowed Date:** MM/DD/YYYY

[ ]  **Separated Date:** MM/DD/YYYY

[ ]  **Divorced Date:** MM/DD/YYYY

[ ]  **Remarried Date:** MM/DD/YYYY

**Immediate Family Members**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Relationship to you** | **Age** | **Occupation** |
| Name | Relationship | Age | Occupation |
| Name | Relationship | Age | Occupation |
| Name | Relationship | Age | Occupation |
| Name | Relationship | Age | Occupation |
| Name | Relationship | Age | Occupation |

**Children**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Name** | **DOB** | **Sex** | **Age** | **School Level** |
| Name | DOB | M/F | Age | School Level |
| Name | DOB | M/F | Age | School Level |
| Name | DOB | M/F | Age | School Level |
| Name | DOB | M/F | Age | School Level |
| Name | DOB | M/F | Age | School Level |

1. **Please share more about your relationship status (single, dating, engaged, married, etc.) and family in this season. Please share about any significant areas of growth, challenges, or concerns you have. How are you encountering God in this season of relationship and family?**

Click here to enter text.

1. **How do your closest relationships (friends, family, spouse, etc.) feel about your application to Servant Partners? If you do join Servant Partners, how will your friends and family also hold this calling with you?**

Click here to enter text.

1. **What specific things does your family need to thrive in an urban under-resourced community? (for example, type of housing, types of support, children's school, vacation time, finances, etc.)?**

Click here to enter text.

1. **Do you or a family have any medical conditions that may be hard to treat at the site you are applying for? If so, please explain.**

Click here to enter text.

**MINISTRY EXPERIENCE**

*Tell us about your previous experiences with ministry and under-resourced urban communities.*

**Ministry Experience**

Please list ministry roles that you have held.

**Ministry Role 1**

|  |  |
| --- | --- |
| **Date** | Click here to enter text. |
| **Organization/Group** | Click here to enter text. |
| **Brief Role Description** | Click here to enter text. |
| **FT/PT** | Click here to enter text. |
| **Paid/Volunteer** | Click here to enter text. |

**Ministry Role 2**

|  |  |
| --- | --- |
| **Date** | Click here to enter text. |
| **Organization/Group** | Click here to enter text. |
| **Brief Role Description** | Click here to enter text. |
| **FT/PT** | Click here to enter text. |
| **Paid/Volunteer** | Click here to enter text. |

**Ministry Role 3**

|  |  |
| --- | --- |
| **Date** | Click here to enter text. |
| **Organization/Group** | Click here to enter text. |
| **Brief Role Description** | Click here to enter text. |
| **FT/PT** | Click here to enter text. |
| **Paid/Volunteer** | Click here to enter text. |

**Other Ministry Roles (Please list any other ministry roles with the information requested in the tables above):**

Click here to enter text.

1. **How did God call you to work with urban under-resourced communities? What are the main aspects of your call (the specific place, people, or type of ministry that you feel called to)?**

Click here to enter text.

1. **What are your short-term (next 2 years) and long-term (5-10 years or more) goals for life and ministry alongside urban under-resourced communities?**

Click here to enter text.

1. **Share a story about when you practiced *one* of our core strategies for ministry. What was the result?**
* **Plant churches** – Establish churches that flow from the life of the local community and disciple people towards new life in Jesus
* **Organize communities** – Gather & equip leaders to identify strengths & resources that meet local needs
* **Develop leaders** – Support and partner with local leaders towards transformation in the community

Click here to enter text.

1. **How does your experience of culture, race, and gender shape how you do ministry? What gifts do you bring from this experience? What challenges do you face because of it?**

Click here to enter text.

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

Click here to enter text.

1. **Have you ever applied to another ministry or sending agency? If so, with what result? Have you ever been dismissed from a ministry role? If so, please explain the circumstances.**

Click here to enter text.

1. **What drew you to Servant Partners particularly?**

Click here to enter text.

**DISCIPLESHIP AND DOCTRINE**

*At the core of our work is our relationship with God. These questions help us better know your journey and relationship with God. Please answer briefly; answers in note form are fine. If you do not have an answer to a particular question, please share that.*

1. **Please briefly share your testimony as a follower of Jesus.**

Click here to enter text.

1. **What area of your life do you most want God to transform or heal? What are you doing to partner with God in this?**

Click here to enter text.

1. **Which person of the Trinity or description of God do you most relate to (Father, Holy Spirit, Son, Shepherd, Creator, Savior, etc.)? Why does that particular person or description of God resonate with you?**

Click here to enter text.

1. **Which biblical character do you most relate to? Why does their story resonate with you?**

Click here to enter text.

1. **What spiritual practices have helped you know God more deeply and sustained you?**

Click here to enter text.

1. **Please read about our Core Values (in the** [***Servant Partners Introduction***](https://www.servantpartners.org/_files/ugd/d9b7f6_3b23c06f94ec407281860bc90d676c07.pdf)**).**
* Joy in God
* Servanthood
* Incarnation
* Making Disciples
* Justice
* Transformation

**Which of these values have you most lived out in the last year? What was the result? Which is the most challenging for you to live into? Why?**

Click here to enter text.

1. **God is at work to bring greater freedom and healing in all our lives. Have you or your family members been impacted by any of the following? If so, please briefly explain the circumstances and process of healing in this area for you or your family.**

*Personal or family involvement in any of these areas does not necessarily prevent you from joining Servant Partners. This question helps us better understand who you are and how your past experiences may influence your experience in ministry.*

* Addiction (alcohol, drugs, shopping, sex, gambling, etc.)
* Occult or cult (new age, Eastern mysticism, natural philosophies, Santeria, etc.)
* Sexual sin (pornography, promiscuity, sexual activity outside of marriage, etc.)

Click here to enter text.

1. **Name a passage of scripture that you have wrestled or struggled with (it may be an active struggle). How have you worked through the struggle or tension related to that scripture?**

Click here to enter text.

1. **What has been your experience of the Holy Spirit? What do you believe about the supernatural gifts of the Spirit described in the New Testament? Are they available to Christians today?**

Click here to enter text.

1. **What do you think should be the relationship between inviting people into a relationship with Jesus (evangelism) and working to improve a community and addressing injustice (social action)?**

Click here to enter text.

1. **In 1 Corinthians 11:2-16, do Paul's commands apply only to people during his time and place, or are they binding upon believers in all times and places? Please explain your answer.**

Click here to enter text.

1. **What is your understanding of spiritual warfare? Can Christians be under the influence of demonic forces?**

Click here to enter text.

1. **What do you believe is God’s design for a healthy sexuality and gender? How would you pastor someone in an area of sexual or gender healing?**

Click here to enter text.

**RELATIONSHIP WITH OTHERS**

1. **Have you ever been under the leadership of someone of a different background than yourself in the following areas? What did you learn being led by that person? How has that relationship shaped you?**
* Cultural and/or racial background
* Gender
* Younger in age

Click here to enter text.

1. **Share a story of when someone offered correction to you. How did you respond? What did you learn about yourself through that experience?**

Click here to enter text.

1. **What do you think you need from a ministry team in order to thrive? What do you uniquely offer to support and strengthen a team?**

Click here to enter text.

**RESILIENCE AND HEALING**

*Emotional and mental health are important areas of our journey with God. This is true for Servant Partners’ staff, since the work we do can bring out strong emotions and impact our emotional and mental health. Experiencing challenges in emotional and mental health does not necessarily prevent you from joining Servant Partners. Your honest reflections help us to better understand you and your strength, resilience, and healing.*

* 1. **Share about a season when you were under significant stress. How did you respond? What have you learned about how you deal with stress from that experience?**

Click here to enter text.

* 1. **What healthy ways or tools have you developed to deal with stress? What helps you best navigate stress?**

Click here to enter text.

* 1. **Please share about your experience with any emotional or mental health challenges (for example depression, anxiety, eating disorder, or unhealthy anger). How have you experienced healing in these areas? How have you grown through these experiences?**

Click here to enter text.

* 1. **Sometimes when we experience something terrible, like abuse, a natural disaster, or a dangerous situation we can experience trauma.**

**As you look over your life, have traumatic experiences impacted you? How have you navigated these experiences? What helped you when faced with this challenge? How have you experienced healing or developed new strengths from these experiences that help you today?**

Click here to enter text.

**LEARNING AND TRAINING**

**Training Experience**

**Please list any relevant education or training you have received (Discipleship school, conferences, trainings, area of study, degree/certificate earned):**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Training, Conference, or School** | **Start Date** | **End Date** | **Brief description of what you learned** | **Degree or Certificate received (if applicable)** |
| Training | Date | Date | Description | Certificate |
| Training | Date | Date | Description | Certificate |
| Training | Date | Date | Description | Certificate |
| Training | Date | Date | Description | Certificate |
| Training | Date | Date | Description | Certificate |

* 1. **Please list any skills or technical abilities that you have (for example, mechanics, farming, construction, music, programming, graphic design, bookkeeping, TESOL, etc.)**

Click here to enter text.

* 1. **Some of our most important learning happens outside of school. What other relevant learning have you had? How did you learn that? (self-taught, my family, life experiences, etc.)**

Click here to enter text.

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

Click here to enter text.

**Language Learning**

**Please list and rate all the languages you know with some confidence (1 = low, 3 = moderate, 5 = fluent).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Speaking** | **Listening** | **Writing** | **Reading** |
| Language | 1-5 | 1-5 | 1-5 | 1-5 |
| Language | 1-5 | 1-5 | 1-5 | 1-5 |
| Language | 1-5 | 1-5 | 1-5 | 1-5 |
| Language | 1-5 | 1-5 | 1-5 | 1-5 |
| Language | 1-5 | 1-5 | 1-5 | 1-5 |

**FINANCES AND SUPPORT TEAM**

*Money is a significant area of discipleship and life that impacts our ministry. These questions help us to understand how finances may impact your ministry with us. No answer necessarily blocks someone from joining us.*

1. **What is your current job or means of income?**

Click here to enter text.

1. **Who do you support financially? In what ways?**

Click here to enter text.

1. **Do you have any debt or other financial obligations? How do you plan to pay the debt or honor your obligations if you join Servant Partners?**

Click here to enter text.

**Building a Support Team**

*All Servant Partners staff build a team of prayer and financial supporters to help sustain them in ministry. We are committed to sending anyone we believe is called by God into ministry regardless of how much money they can fundraise, as long as they actively build a supporting team.*

1. **Are you comfortable inviting your friends, family, and church to participate in your ministry through prayer and finances? If not, please explain.**

Click here to enter text.

1. **If you feel called to bivocational ministry (where you work another job to support your ministry), tell us why that is important to you.**

Click here to enter text.

1. **Are you willing for your ministry funds to be handled through Servant Partners? If not, please share more.**

Click here to enter text.

**JOINING US IN MINISTRY & AGREEMENTS**

*Please take time to read over these required documents carefully:*

1. [***Our Statement of Faith***](https://d520db55-3c2e-46c6-8908-f3c82428358c.filesusr.com/ugd/d9b7f6_6a57350482be4177b2eb46b2e9e00a69.pdf#page=26)
2. [***Vision for Spirituality***](https://d520db55-3c2e-46c6-8908-f3c82428358c.filesusr.com/ugd/d9b7f6_9f32e841042a42cca9f2df14775cce08.pdf)
3. [***Servant Partners’ Standards of Conduct and Policy*** ***Regarding Marriage and Divorce***](https://drive.google.com/file/d/128NTdbzItcBqsTUTRFpLGsnMmqwPzQln/view?usp=sharing)

*As a community of disciples following Jesus, we affirm this statement of faith, and commit to live out these standards and policies. We recognize that we cannot do this alone, so we depend on the Holy Spirit's power and our community’s support to help us do this.*

1. **If you are accepted and choose to join Servant Partners staff, will you be able to commit fully to these? Do you have any questions, concerns, or areas you disagree with?**

Click here to enter text.

1. **Would you use any of these to describe yourself and your faith? (check all that apply)**

[ ]  Catholic

[ ]  Charismatic

[ ]  Evangelical

[ ]  Mainline Protestant

[ ]  Pentecostal

[ ]  Other: Click here to enter text.

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

Click here to enter text.

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

Click here to enter text.

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

Click here to enter text.

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

Click here to enter text.

**Staff Application Agreements**

**In applying to Servant partners, I understand that:**

1. I am requesting to be considered a staff member of Servant Partners, an organization that creates holistic churches that transform urban under-resourced communities.
2. I am applying for career ministry and I understand that if placed in a role, I will likely face extensive difficulties and obstacles, whether language requirements, health, comfort, and personal spirituality as I minister.
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 other required documents, and I have prayerfully considered 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.

**Signature:** Enter Signature

**Date:** MM/DD/YYYY

Please email this completed application to recruiting@servantpartners.org.