



Application For Employment

Thank you for your interest in church planting. By completing this form, you will allow us to become acquainted with you as we begin the process leading to potential employment with Impact Canada.

The purpose of Impact Canada is to recruit, assess, train, deploy and support people who have a desire to plant churches in emerging communities. Your answers and responses on this form will be evaluated with this in mind and will be kept confidential. The people who will have access to this information will be limited to those who may have a role in evaluation and assessment, those who will be coaching your ministry, and others whom you authorize.

The next steps in our process include:

- 1) Contact with references and getting background and credit checks. Reference checks will begin after you give permission for us to contact the people you list.
- 2) Invitation to a three to five day assessment LAB for you and your spouse (if married). This will be in conjunction with other couples or individuals also. Expenses for this will be covered by Impact Canada.
- 3) Completion of pre-assessment testing by you and your spouse (if married). We will send the necessary inventories and instructions.
- 4) Participation in the assessment center involving interviews and presentations. We have several trained assessors who will work with us.
- 5) Exit interviews with recommendations and possible hiring.

Please be as clear as possible in your answers and responses to this form. Brevity is a virtue, but please use as much space as needed to give an accurate report. Please include **two of your recent sermon tapes, videos, or CD's**.

Applicant Profile

A: Introductory Information

Applicant's Name	Spouse's Name
SIN# or Social Security #	Phone
Home Address	E-mail
City, Province / State, Postal Code / Zip	Current Driver's Licence #
Please include any other family information you want us to know	

B: Employment Information (if employed by a church, please complete part C)

Current employer	Title or position
Business	Years employed
Address:	Phone:
City, Province or City, State Postal Code/Zip Code, Country	E-mail:

C: Ministry Information

Current church:	Years involved:
Ministry responsibilities:	<input type="checkbox"/> Paid or volunteer? <input type="checkbox"/> Full-time / part-time?
Address:	Phone:
City, Province or City, State, Postal Code/Zip Code, Country	E-mail:

List your previous ministries

1. Ministry name:	Years involved:
Address:	<input type="checkbox"/> Paid or volunteer? <input type="checkbox"/> Full-time / part-time?
City, Province or City, State, Postal Code/Zip Code, Country	Responsibilities:

2. Ministry name:	Years involved:
Address:	<input type="checkbox"/> Paid or volunteer? <input type="checkbox"/> Full-time / part-time?
City, Province or City, State, Postal Code/Zip Code, Country	Responsibilities:

3. Ministry name:	Years involved:
Address:	<input type="checkbox"/> Paid or volunteer? <input type="checkbox"/> Full-time / part-time?
City, Province or City, State, Postal Code/Zip Code, Country	Responsibilities:

If you have had cross-cultural ministry experience, please indicate the nature and some of your responsibilities.

If you have had experience as a church planter, list the place, length of time, effectiveness, present status of congregation, and any other pertinent details.

Which of these most accurately describes your involvement in evangelism? Explain.

Gift Skill Passion

Indicate your view of your abilities/gifts in the following areas, using a scale of 1 to 5 with 5 being high: (Please circle number which best describes you.)

- Teaching 1 2 3 4 5
- Preaching 1 2 3 4 5
- Administering 1 2 3 4 5
- Vision casting 1 2 3 4 5
- Developing 1 2 3 4 5
- Counseling 1 2 3 4 5
- Gift passion skill 1 2 3 4 5

D: Personal Information

Describe briefly your conversion and subsequent spiritual growth.

What are your spiritual gifts?

What are your skills and strengths?

What are your hobbies and interests other than family and employment?

How much debt do you have? Specify amounts for mortgage, vehicle, school loan, credit card, personal loan, and other debts.

How many close friends do you have? _____ How many of them are non-Christians? _____

Are the people who know you best supportive of your desire to become involved in church planting? YES NO

Are you willing to move to a new area? YES NO

Do you have a preferred area to plant a church? YES NO

If yes, where? _____

E: Education Information

Please list the higher education institutions you have attended, degrees earned, and the major or focus of study for each. Attach transcripts from each institution.

Institution	Degree(s) earned	Major / Focus

Please list any formal training (seminars, courses, conferences) from which you have received help in the following areas:

Subject	Event	Value to You
Evangelism		
Church planting		
Church growth		
Church leadership		
Counseling		

Describe any experiences you have had as an intern in these areas:

List some of the significant books you have read in the past two years that have been influential to you in ministry and personal development.

Book Title	Author	Value to You

What is your view of scripture?

What is your understanding of the process of salvation?

What is your understanding of the nature and purpose of the church?

Please give a brief statement about these topics as they relate to the church:

Baptism:

Communion/Lord's Supper:

Eternal Security:

Role of elders:

Role of women:

Sign gifts of the Holy Spirit:

If you could change three things about the church today, what would they be and how would you change them?

1) _____

2) _____

3) _____

Characteristics of a successful church planter:

The questions below are based on the thirteen qualities that are considered to make up the profile of a successful church planter (according to Charles R. Ridley of Indiana University). Due to the unique ministry role of the church planter, it is important for us to know your answers to these questions. Be as brief and clear as possible but feel free to use an additional page for your responses.

1) Having a commitment to church growth

What have you done in the last two years to help yourself grow in this area? What have been the growth patterns of your past ministries?

2) Having a visionizing capacity

When you had a vision for a God-sized project, how did you gain it? How did you develop and communicate the vision?

3) Being flexible and adaptable

What did you do the last time a ministry project didn't go as planned? How did you react emotionally?

4) Being personally motivated

What is the largest, most effective project you have accomplished, and what motivated you to accomplish it?

5) Building group cohesiveness

What process have you used to assimilate people into teams or groups?

6) Creating ownership of ministry

Describe a ministry or situation where people “owned” a project you were leading. How did that happen?

7) Utilizing giftedness of others

How have you helped people utilize their spiritual gifts once they were identified? Give examples.

8) Exercising faith

What is the most faith-filled step you have ever undertaken?

9) Reaching the unreached

What have you done to deliberately connect with unchurched people?

10) Responding to community

What are you doing now that has cultural relevance to your community? How do you know?

11) Building relationships

What methods have you used to build relationships with people over the last two years?

12) Gaining spousal support (if married)

Describe how you and your spouse have functioned as a team in your past and current ministries.

13) Having resilience

How have you maintained ministry momentum in difficult circumstances?

References:

Please give the **names, email addresses, and telephone numbers** for people who know you and your work and who will serve as a reference for you. These need to be people who can report to us about your employment, ministry, character, skills, communication, family relationships, etc. We will contact them, after receiving permission from you to do so, and give them a form to use for their responses. We may also contact some secondary references.

Name:	E-mail address and Telephone number:

I have read and indicated my agreement with the Statement of Beliefs document which appears at the end of this application form.

YES NO

Signature _____ Date _____

I, _____, give permission to Impact Canada to conduct a background check.

Signature _____ Date _____

If you are hired, will you be able to submit verification of your legal right to work in Canada?

YES NO

Have you ever been convicted of a criminal offence? (Exclude any conviction for which the record was sealed by court order, expunged or statutorily erased; exclude any misdemeanor conviction for which probation has been completed or discharged and the case has been judicially dismissed; also exclude marijuana-related convictions that are more than two years old.)

YES NO

I, _____, give permission to Impact Canada to conduct a credit check.

Signature _____ Date _____

Please return the completed and duly signed form to Jim Tune, Executive Director:

Mail to: Impact Canada, PO Box 155, Stn. Streetsville, Mississauga, ON L5M 2B8 Canada

Or fax to: (905) 824-0602 (Please call our office first at (905) 824-6955 to let us know you're sending a fax).

Or e-mail to: jim@impactcanada.org

Statement of Beliefs

We believe in the one God: Father, Son and Holy Spirit, as revealed in the Holy Bible and made known in Jesus Christ our Lord.

We believe that Jesus the divine Son became human, was born of a virgin, ministered in word and miracle, died for our sin, was raised bodily from the dead, ascended to God's right hand and is coming again for his people.

We believe that the Holy Spirit is presently ministering through the Christian community, empowering lives of godliness and service.

We believe that the Bible is completely God-breathed, true in all its teaching, and the final authority for all matters of faith and practice.

We believe that Jesus Christ established his Church on earth to carry out his saving mission among all ethnic people groups and formed her to be one holy people.

We believe in God's saving grace that calls forth from all people: faith, repentance, confession, baptism, and new life and ministry through the Spirit.

And we commit ourselves to the teaching, practice and defense of these truths until the coming of our Lord Jesus.

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