



**SALEM
HOUSE
OF
PRAYER**

Staff Application

Salem House of Prayer Intercessory Missionary Full or Part Time Staff Application

Instructions

- 1) Review requirements for Full or Part time staff.
- 2) Choose either Full or Part time designation.
- 3) Fill out application completely (un-filled portions will delay application process).
- 4) Return application to SHOP office for processing.

Application Process

The application has 6 components. We require that you send in all six components together in one packet. Please check off each box as it is completed.

- Application form completed and signed
- Personal photograph attached to the application
- Personal testimony typed on a separate sheet
- Pastoral Recommendation filled out and sealed in an envelope
- Personal Reference filled out and sealed in an envelope
- \$25.00** non-refundable application fee per person.

Please make checks payable to: Salem House of Prayer (Please put "staff application" in check memo)

Mail to

Salem House of Prayer- Staff App
Attn: Linda Moore
PO Box 13502
Salem OR 97309

Upon Receipt

- 1) We will contact you via email or phone for an interview. You may be asked to have a phone interview.
- 2) In most cases, we will notify you of your acceptance within 2 weeks of the completed interview.
- 3) Once accepted, you will receive an e-mail letter of acceptance and/or a phone call.
- 4) Application fee is due upon receipt of application. The application fee is non-refundable.

This Application Form Includes:

- | | |
|--------------------------------------|---|
| 1) Personal Information and Photo | 9) Emergency Contact Info |
| 2) Family Information | 10) SHOP Missions Base Foundational Commitments |
| 3) Education and Ministry Background | 11) SHOP Vision Statement |
| 4) Worship Team Evaluation | 12) SHOP Statement of Faith |
| 5) Personal Evaluation | 13) Acknowledgement of Agreement |
| 6) Personal Testimony | 14) Pastoral Recommendation Form |
| 7) Health Information | 15) Personal Reference Form |
| 8) Disclosure of Medications | 16) Background Check |

*Please fill out front and back of pages

Full or Part Time Intercessory Missionary Requirements

- Attendance Weekly Staff Meeting
- Attendance Weekly EGS Service
- Attendance at SHOP Sponsored Conferences
- Minimum Income Requirements
- Basic Training Requirement

APPLYING FOR (CHECK ONE):

- Full Time Staff Member (Minimum 40 hours per week, ½ Prayer Room, ½ Service Time)
- Part Time Staff Member (Minimum 40 hours per week, ½ Prayer Room, ½ Service Time)

PERSONAL INFORMATION

Your Name _____ Desired Start Date __/__/____
Address _____ City _____ State _____ Zip Code _____ Birth
Date __/__/__ Age _____ Contact Phone () _____ Email _____

You are:

- A US Citizen A US National A Legal Permanent Resident
 Legally Present in the US Currently Residing Abroad Type of Visa _____

FAMILY INFORMATION

Father/Guardian Deceased Living Phone () _____
Address _____ City _____ State _____ Zip _____
Mother/Guardian Deceased Living Phone () _____
Address _____ City _____ State _____ Zip _____

1. Are you? Single Engaged Married Widowed Separated Divorced (check all that apply)

2. Spouse's Name _____ Birth Date _____ Age _____ How long married _____

Does your spouse desire to join staff? yes no. If yes, they must fill out a separate application. If no, please include a letter from your spouse with his/her Christian experience, and his/her feelings about your potential position on staff.

Please attach a photo of yourself here:

3. Do you have any children? yes no. If yes, please list each child coming to Salem with you:

Name	Sex (M / F)	Date of Birth
_____	_____	_____
_____	_____	_____
_____	_____	_____

4. Do you have any teenagers, ages 13-17, who may wish to participate in one of our internship programs? yes no. If yes, you may contact a staff person for an Internship application. Please also list each teenager who will be coming to Salem with you:

Name	Sex (M / F)	Date of Birth
_____	_____	_____
_____	_____	_____
_____	_____	_____

EDUCATION AND MINISTRY BACKGROUND

1. List senior high school and institutions of higher education that you have attended (list the most recent first):

School Name	City / State	Dates Attended	Diploma/Degree
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

2. Previous places of employment (list the most recent first):

Employed by _____ City _____ State _____
Dates _____ Phone Number() _____ Supervisor's Name _____
Responsibilities _____ Reason for Leaving _____

Employed by _____ City _____ State _____
Dates _____ Phone Number() _____ Supervisor's Name _____
Responsibilities _____ Reason for Leaving _____

Employed by _____ City _____ State _____
Dates _____ Phone Number() _____ Supervisor's Name _____
Responsibilities _____ Reason for Leaving _____

3. Do you have a criminal record? yes no. If yes, please include details, dates and outcomes typed on a separate sheet.

4. Are you currently involved in a local church? yes no. If no, please explain on a separate sheet of paper.

5. Previous church involvement (list the most recent first):

Church Name _____ City _____ State _____
Dates Attended _____ Senior Pastor's Name _____

Regularly Occasionally

Church Name _____ City _____ State _____
Dates Attended _____ Senior Pastor's Name _____

Regularly Occasionally

Church Name _____ City _____ State _____
Dates Attended _____ Senior Pastor's Name _____

Regularly Occasionally

6. Describe your previous ministry training and involvement. You may add an extra sheet if more space is needed.

7. Describe how your church/spiritual family feels about you becoming a Intercessory Missionary at SHOP.

8. What would you consider to be your talents, gifts and strengths?

WORSHIP TEAM EVALUATION

This Section of the application is for the purpose of musical and vocal skill evaluation. If you are currently, or think you may become in the future, interested in participating on a Worship/Prayer team at SHOP, please fill out the following portions.

MUSICAL TRAINING

1. Are you a singer? yes no. If yes, please rate your level of experience singing.

Length of taking vocal lessons: None___ Minimal___ Moderate___ Proficient___
Experience with a live band: None___ Minimal___ Moderate___ Proficient___
Experience with performing: None___ Minimal___ Moderate___ Proficient___
Proficiency with your voice: None___ Minimal___ Moderate___ Proficient___
Experience with worship-leading: None___ Minimal___ Moderate___ Proficient___

Additional comments or explanations:

2. Are you a musician? yes no. If yes, please rate your level of experience on your primary instrument.

Primary instrument	None__	Minimal__	Moderate__	Proficient__
Sight reading	None__	Minimal__	Moderate__	Proficient__
Playing by ear	None__	Minimal__	Moderate__	Proficient__
Reading notes	None__	Minimal__	Moderate__	Proficient__
Reading chords	None__	Minimal__	Moderate__	Proficient__
Length of taking lessons	None__	Minimal__	Moderate__	Proficient__
Experience with live band	None__	Minimal__	Moderate__	Proficient__
Proficiency on instrument	None__	Minimal__	Moderate__	Proficient__
Experience worship-lead	None__	Minimal__	Moderate__	Proficient__

Additional comments or explanations: _____

3. Do you play any other instruments? yes no If yes, please list and rate each of them.

4. Do you plan to audition for a worship team while you are at SHOP? yes no If no, please explain why not. If yes, please explain in what capacity you are hoping to be involved.

PERSONAL EVALUATION

Please assess yourself in the following:

Spiritual maturity	Uncertain__	Weak__	Good__	Outstanding__
Devotion to Christ	Uncertain__	Weak__	Good__	Outstanding__
Integrity and honesty	Uncertain__	Weak__	Good__	Outstanding__
Openness to correction	Uncertain__	Weak__	Good__	Outstanding__
Self-discipline	Uncertain__	Weak__	Good__	Outstanding__
Working without supervision	Uncertain__	Weak__	Good__	Outstanding__
Willingness to serve	Uncertain__	Weak__	Good__	Outstanding__
Ability to work with others	Uncertain__	Weak__	Good__	Outstanding__
Communication skills	Uncertain__	Weak__	Good__	Outstanding__
Leadership skills	Uncertain__	Weak__	Good__	Outstanding__
Reliability	Uncertain__	Weak__	Good__	Outstanding__
Teachability	Uncertain__	Weak__	Good__	Outstanding__
Emotional stability	Uncertain__	Weak__	Good__	Outstanding__
Physical health	Uncertain__	Weak__	Good__	Outstanding__
Family life	Uncertain__	Weak__	Good__	Outstanding__

Additional comments or explanations:

1. What would you consider to be your weaknesses?

2. Describe what aspect of ministry at SHOP interests you the most.

3. How did you hear about the Salem House of Prayer?

4. What led you to apply for a staff position?

5. Have you applied for or been granted staff status at SHOP in the past? yes no. If yes, list the dates you attended, your reasons for leaving, and why you are applying again.

6. Whether you are raising your own support, or have other financial means, there are minimum requirements for support that must be met. For Single Persons: \$1000/mo. For Married Couples \$1,800/mo. For each Child add: \$300/mo. Please explain your financial plans for support, insurance, transportation, housing, food and other expenses.

7. Do you currently have any financial debt? yes no. If yes, please explain your situation, and include your plans for paying it down.

Your PERSONAL TESTIMONY

Please prepare a personal testimony as a separate typed document.

Please include a summary of the following points:

- 1) Your personal journey in Christ.
- 2) Your past or present life-controlling (mental, emotional, relational) issues.
- 3) Your goals for the future, including your life vision and ministry plans.
- 4) Your expectations as an Intercessory Missionary.

Please note: Your personal testimony will be kept on file at the SHOP offices and will be given to no one to read, other than those directly involved in the screening process. We will hold your information in strict confidentiality.

HEALTH INFORMATION

Please check if you have had any occurrences (from mild to severe) of the following:

___ ADD ___ Alcohol Abuse ___ Mild Depression ___ Drug use or addiction ___ Cigarette use or addiction
___ Prescription drug use/addiction ___ Chronic Depression ___ Long-term medication ___ Chronic Fatigue Syn.
___ Eating Disorders (Bulimia, Anorexia, Diet Obsessive) ___ Chronic Pain ___ Allergies ___ Insomnia (or any
other sleeping disorders) ___ Asthma ___ Snoring ___ Diabetes ___ HIV ___ Seizures ___ Communicable
Diseases ___ Bi-Polar ___ Other: _____

1. If any of the previous items were checked, please comment. You may add a separate sheet of paper if necessary.

2. Do you have any physical disabilities or conditions that require special care? yes no If yes, please explain.

3. Do you have any substance abuse problems or addictions? yes no If yes, please explain.

4. Have you ever struggled with viewing child pornography? yes no If yes to any of these, please explain.

5. Have you ever in the court of law pleaded guilty of being a sex offender? Or in the court of law been convicted of being a sex offender? yes no If yes to any of these, please explain.

6. Do you have or have you ever had any life-controlling mental, sexual, emotional or relational issues? yes no If yes, please explain.

7. Have you ever sought help for psychological, sexual, emotional or relational problems? yes no If yes, answer below.

Year_____	Caregiver(s)_____	Identified Problem(s)_____
Year_____	Caregiver(s)_____	Identified Problem(s)_____
Year_____	Caregiver(s)_____	Identified Problem(s)_____
Year_____	Caregiver(s)_____	Identified Problem(s)_____

8. Have you ever been convicted of a crime? yes no If yes, please explain.

9. Have you ever attempted or considered suicide? yes no If yes, please explain and include when and how you were treated for it.

10. Do you currently wrestle with suicidal thoughts? yes no If yes, please describe.

11. Are you, or have you ever been, on medication related to psychological problems? yes no If yes, please describe your treatment and medicines.

12. Are you currently on any medications? yes no If yes, please fill out the following Disclosure of Medications.

DISCLOSURE OF MEDICATIONS

The Salem House of Prayer requires that, for the duration of any program enrollment, attendees maintain their prescribed regiment of medication unless directed to change under the supervision of a doctor.

Name of Medication for Dates:

Doctor Name and Phone:

I, (print name)_____agree to continue with the aforementioned medications, throughout my time at the Salem House of Prayer, as prescribed by my doctor. I realize that failure to keep up with my medications, as prescribed by my doctor, will be grounds for my immediate dismissal.

Signature_____Date_____

EMERGENCY CONTACT INFORMATION

Contact Name_____Phone()_____Relation_____

Contact Name_____Phone()_____Relation_____

SHOP Missions Base Foundational Commitments

For All SHOP Staff, Students, and Interns

The Salem House of Prayer acknowledges our call to live worthy of the Gospel. We understand that the imposition of external “rules of behavior” is not our ideal to motivate people to holiness. Our motivations for holiness are love for Jesus and people, not the pressure of imposed rules. However, in the spirit of Galatians 3:21-23, we recognize the need for standards to be set in place until the character of Christ is formed in us as articulated in the Sermon on the Mount (Matthew 5-7). It is in this spirit that we affirm the following:

The SHOP Missions Base is a community of believers who have committed themselves to Jesus as Lord to live as forerunners in the spirit of John the Baptist, preparing the way for the second coming of Jesus Christ. This commitment governs the way we live our private lives and the way we relate to others. The SHOP community seeks to witness to authentic Christian discipleship by living with integrity, purity and love.

PERSONAL ISSUES: ALCOHOL, GAMBLING, DRUGS, TOBACCO

We ask that all staff, students and interns demonstrate their commitment to Jesus, and to each other, by refraining from the practice of gambling, the use of illegal drugs, tobacco products, and to either refrain from, or use extreme caution concerning *the public use* of alcohol. Concerning biblical issues of conscience, we understand that the scripture teaches us liberty with responsibility. Many who come to SHOP are seeking deliverance from a lifestyle of addiction to drugs and alcohol. Often they are too shy to acknowledge others liberty as a stumbling block to them. Especially those they look up to and esteem as spiritual. We are told that we who have liberty bear the responsibility for those who struggle with these issues:

“We then that are strong [have liberty] ought to bear the infirmities of the weak, and not to please ourselves.” (Rom 15:1)

“It is good neither to eat flesh, nor to drink wine, nor any thing whereby thy brother stumbleth, or is offended, or is made weak. Hast thou faith? Have it to thyself before God. Happy is he that condemneth not himself in that thing which he allows.” (Rom 14:21-22)

“For, brethren, ye have been called unto liberty; only use not liberty for an occasion to the flesh, but by love serve one another.” (Gal 5:13)

We ask that all staff use extreme sensitivity to others concerning the use of alcohol. We believe that these commitments are especially important in view of our calling as a community which ministers extensively to young adults.

SHOP Vision Statement

- To call forth, train and mobilize worshipping intercessors, who operate in a passionate heart of loving God, and loving people
- To be a community who live as forerunners of the Lords return, becoming witnesses as end-time prophetic messengers
- To establish a 24-hour a day prayer room in Salem Oregon as a perpetual solemn assembly, that gathers corporately to fast and pray in the spirit of the Tabernacle of David
- To acknowledge prayer as God's primary method of establishing justice in the earth. Our first priority is to keep the charge of this Prayer Sanctuary and then to send out worshipping Intercessory Missionaries into all the earth as commanded in the Great Commission

Salem House of Prayer Statement of Faith

We Believe

The following is a statement of our position of basic Christian doctrines. As once stated by a great missionary, "There are certain basic Christian truths about which there must be agreement. On all other doctrines there should be liberty. In all things there must be charity." It is our resolution to take an uncompromising stand on the essential doctrines of the faith, and extend "the right hand of fellowship" to all who hold to them. It is also our resolution to protect the liberty of Christians to hold different perspectives on the "non-essential" doctrines.

There are doctrines we may consider non-essential, but which are important. We therefore make known our belief on these, while presenting them with tolerance toward those who may hold a different position. We are committed to truth and accuracy in doctrine, but also understand that one can hold right doctrines and still do damage to the body of Christ by causing divisions over the non-essentials. We are therefore just as committed to the essential Christian character, believing that "In all things there must be charity." As the apostle stated, "The goal of our instruction is love, from a pure heart and a sincere faith" (I Timothy 1:5). That, too, is our goal and commitment as we promote the following teachings that we hold as truth:

On the Person of Jesus

There is only one true God, Who is revealed in three persons: Father, Son, and Holy Spirit. Jesus Christ is the Word (Logos) of God. The Word was with God in the beginning, which states His pre-existence as one with God. "By Him all things were created, both in the heavens and on earth" (Colossians 1:16), therefore making Jesus the Creator. Jesus Christ is the Purpose of God found in all of creation. He is the Father's delight and desire, and the Father is looking for the reflection of His Son in all created things. Jesus is the Alpha and the Omega, the Beginning and the End. In the beginning, it was the ultimate purpose of God for all things to be summed up in Christ (Ephesians 1:10).

Jesus Christ, Who pre-existed with God in the form of God, emptied Himself to become fully a man that He might be the propitiatory sacrifice for the sins of mankind. Through His propitiatory sacrifice made on the cross, all who believe in Him and His sacrifice have their sins remitted and are restored to the fellowship with God lost by man's transgression.

Jesus was born of a virgin, by the seed of the Holy Spirit. His virgin birth is a testimony that only the Spirit can beget that which is Spirit. Those of the new creation are not solely of human origin, but are born from above by the Holy Spirit. The resurrection of Jesus' physical body after His crucifixion was literal, as will be the resurrection of both the just and the unjust on the Day of Judgment.

"There is one God, and one mediator also between God and men, the man Christ Jesus" (I Timothy 2:5). All who seek restoration and fellowship with God must go through Jesus and cannot approach God through any person, spirit or doctrine. It is also a supreme presumption for any person or institution to seek to be mediator for others in place of Christ Jesus Himself.

The apostolic commission was for His followers to labor until Christ was formed in His church, to present every person complete in Christ, and to manifest the sweet aroma of the knowledge of Him in every place. When Jesus is lifted up, He will draw all people to Himself. We consider it the primary purpose of the church to esteem and exalt Jesus in every way. It is the focus and devotion of Salem House of Prayer to know and preach Him, and not ourselves. We pray for the grace to continually respond to His call to return to our first Love, that we might passionately devote ourselves to pleasing Him in all things while preparing for His return.

On Man

We believe that man was created by God from the dust of the earth, without sin or the knowledge of good and evil. The first man, Adam, transgressed the command of God, and as God had warned, the process of death entered him and all of his descendants because of that transgression. Therefore, all have sinned and are worthy of the sentence of death. Because of our unrighteousness, we are unable to approach a holy God, except through the atoning sacrifice of Jesus. Through Jesus, we not only can come before the Throne of Grace, but we may approach it boldly since our confidence is not in ourselves, but in the Lord Jesus.

On the Atonement

Because all have sinned and are therefore under the sentence of death, all must trust in the atoning sacrifice of Jesus for the remission of sins. There is no other way to reconcile with God or escape from eternal judgment, except through the propitiatory sacrifice of Jesus.

Those who trust in Jesus Christ have access to the Throne of Grace by His sacrifice and by His sacrifice alone. Good works are acceptable to God only as a love offering given to Him because of His worthiness, and have no bearing on our acceptance, standing or approval, all of which were accomplished by the cross. Good works offered for the purpose of acceptance, standing or approval are therefore an affront to the cross by which all of these things were gained for us by Jesus. Good works are not offered for His approval, but for His joy and glory, and must be offered through the Son (I Peter 2:5) in obedience to Him. Therefore, the goal of our service is obedience and not sacrifice.

On the New Birth

Believing in our hearts that Jesus is the Son of God and in His propitiation made for our salvation results in a regeneration and renewal that constitutes our new birth into new creations. Although this does not imply immediate perfection in our temporal life or lifestyle, it does mean that true faith will result in a radical change in us. Being "born again" implies a new beginning, not an ending. Christian maturity in faith, truth and life is a process. Even so, this process must begin with spiritual regeneration or new birth. While it is possible to change our behavior without regeneration, changing our hearts requires the new birth, and it is our hearts upon which God looks.

On the Purpose of Faith

True faith is of the heart and not just the mind (Romans 10:10). God's purpose in requiring faith for salvation is to raise our focus and concentration above the temporal to the One who is eternal. Therefore, the gospel that is able to save souls must be preached in the power of the Spirit of God. The gospel is not dependent upon human eloquence or persuasion that may change minds, but cannot change hearts. Only the Spirit of God can reveal the Son of God, and only the Son of God can reveal the Father.

On the Authority of Scripture

We believe in the Divine inspiration and authority of the 66 books of the Holy Bible as the complete canon of God's testimony to mankind. We are committed to esteeming Scripture as the very Word of God, inerrant in its original form. We do not accept any doctrine which contradicts Scripture.

We understand that there are many practices and doctrines that are considered orthodox which do not contradict the Scripture, but which are not directly addressed in His Word. We are committed to giving liberty in the belief and practice of these teachings, but we will endeavor to maintain the simplicity of the biblical testimony and its stated practices as we are given grace to perceive them. We do not accept any spiritual experience as having its source in the Holy Spirit that does not have a precedent in Scripture. We do not accept any revelation, vision, dream, prophecy or discernment as truth which contradicts Scripture, or cannot be verified by it. We do not believe that any other writings have the same authority as the canon of Scripture.

On the Lord's Supper

We acknowledge the ordinance of the Lord's Supper in remembrance of Jesus and as a testimony of our communion (common-union) with Him in His body, the church. We consider it a holy ordinance, but we do not accept the teaching that communion is for the purpose of remitting sins, which Scripture testifies is based solely in the sacrifice of Jesus on the cross (Hebrews 9:25-28).

On Water Baptism

We believe that water baptism should be by immersion and accomplished immediately after commitment to the Lordship of Jesus and His atoning sacrifice for our sin. This ordinance is a personal and public statement of faith in the death, burial and resurrection of Jesus Christ on our behalf, and is a commitment to lay down our lives to be one with Him in His death, burial and resurrection.

On the Baptism of the Holy Spirit

We believe that the "baptism in the Holy Spirit" is an additional impartation which may be subsequent to regeneration (see Acts 8:15-17 and 19:1-6). This baptism is usually accompanied by the gifts of the Spirit, such as speaking in tongues, prophecy, etc.

We believe that this gift is presently available to all who believe (Acts 2:38-39), but is not essential for salvation or regeneration. While these are accomplished by the Holy Spirit (Acts 19:1-7), there were disciples who did not even know that there was a Holy Spirit. Just as Paul made it a priority to instruct those believers and pray for them to receive this gift, we are committed to doing the same. The purpose of the baptism in the Holy Spirit is to impart spiritual power to the believer to be a witness (Acts 1:8, 5:32). This baptism is to be distinguished from being filled with the Spirit (Acts 4:31, 7:55, 13:9,52), which can be a special and repeated empowering for specific purposes.

We believe that when Christians truly have been baptized with the Holy Spirit, they should begin to take on His nature and fruit, becoming "helpers" and "comforters", leading others into truth, and testifying of Jesus.

On the Present Ministry of the Holy Spirit

We believe that "Jesus Christ is the same yesterday and today and forever" (Hebrews 13:8) and that His ministry in and through the church by the Holy Spirit has not changed from the beginning. We accept, acknowledge, encourage

and seek all of the biblical gifts and ministries of the Holy Spirit as present and vital for the church to accomplish her full purpose today.

On the Second Coming of Christ

We believe in the literal, physical return of the Lord Jesus Christ to take authority and rule on earth. We believe that those who are alive and remain at the return of our Lord will be changed and caught up to be with Him in the air. Those who have died in the faith will be resurrected and precede those who are alive in being changed and caught up to be with Him. We believe in the literal, physical resurrection of both the just and the unjust for the Day of Judgment. For those of us who have been justified by faith in Jesus Christ and His sacrifice on our behalf, this resurrection is for eternal life in fellowship with God. Those who are not justified by faith in Jesus are resurrected for an eternal judgment.

ACKNOWLEDGEMENT OF AGREEMENT

Please acknowledge your agreement with the following by initialing each box below.

- I agree, on my integrity, that all of the above questions have been answered honestly.
- I agree, and have read the SHOP Staff Guidelines.
- I agree, and have read the SHOP Missions Base Foundational Commitments.
- I agree, and have read the SHOP Vision Statement.
- I agree, and have read the SHOP Statement of Faith.
- I agree, that I am responsible to raise my minimum financial budget while serving on staff at SHOP.
- I agree, to abide by all the staff requirements and policies as set forth in this application.
- I agree, to treat my staff position with the same dignity and respect as I would any other job.
- I agree, to walk in a spirit of love and humility towards my fellow staff members.
- I agree, and declare that I have provided true correct and complete facts, in all of this application.
- I agree, to give a minimum of 2 weeks notice prior to leaving my staff position at SHOP.

Signature _____ Date _____

Salem House of Prayer Pastoral Recommendation Form

TO BE COMPLETED BY THE APPLICANT:

Name _____ Phone () _____

Staff Position _____ Desired Start Date _____ Email _____

To the Applicant: This recommendation form is to be completed by your (present or former) pastor. In the case that the pastor is your parent, an elder or other church officer may act as pastoral reference. You may waive your right to see this character reference. If you do, it is with the understanding that none of the information within the Pastoral Recommendation Form will be disclosed to you. Check the box which best represents your wishes. Failure to indicate a choice is the same as checking "I do not waive".

I waive my right to see this character reference. I do not waive my right to see this character reference.

To the Pastor (or other person giving the recommendation):

Please return this form directly to the applicant in a sealed envelope. If you have any questions, please email us at contact@salemhouseofprayer.org

Your Name _____ Church Name _____

Your Position _____ Church Telephone () _____

Church Street _____ City _____ State _____ Zip _____

Contact Phone () _____ E-mail _____

1. How long and how well have you known the applicant?

2. Please describe the applicant's past or current level of involvement in your church.

3. What is the applicant's affect on his/her peers?

4. Has the applicant served your congregation in any capacity? yes no If yes, please give a brief description.

5. A staff position at SHOP consists of a fairly intense weekly schedule. Do you foresee difficulties for the applicant with this schedule?

6. What is your assessment of the applicant's ability to handle situations involving change, crisis and correction?

7. According to your observations, what are the strengths and spiritual gifts of the applicant?

8. What is your assessment of the applicant's weaknesses and/or struggles?

9. Have you seen any complex family or relational factors which might affect the applicant's service at SHOP?

10. Please assess the following based on your knowledge of the applicant:

Spiritual maturity	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Devotion to Christ	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Integrity and honesty	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Open to correction	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Self-discipline	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Works unsupervised	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Willingness to serve	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Works with others	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Communication skills	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Courtesy	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Leadership skills	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Reliability	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Teachability	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Physical health	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Emotional stability	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___
Family life	Not Observed	___	Weak	___	Fair	___	Good	___	Outstanding	___

11. Comments on any of the above:

12. Would you have the applicant on your staff? Yes No Why or why not?

13. Do you recommend this applicant for a Salem House of Prayer Staff?

- Highly recommend Recommend Recommend with reservations*
 Do not recommend* *Please explain:

ADDITIONAL COMMENTS

Signature _____ Date _____

Salem House of Prayer Personal Reference Form

TO BE COMPLETED BY THE APPLICANT:

Name _____ Phone () _____

Staff Position _____ Desired Start Date _____ Email _____

To the Applicant: This recommendation form is to be completed by a personal acquaintance that is not a relative. You may waive your right to see this character reference. If you do, it is with the understanding that none of the information within the Personal Recommendation Form will be disclosed to you. Check the box which best represents your wishes. Failure to indicate a choice is the same as checking "I do not waive".

I waive my right to see this character reference. I do not waive my right to see this character reference.

To the person giving the recommendation:

Please return this form directly to the applicant in a sealed envelope. If you have any questions, please email us at contact@salemhouseofprayer.org

Your Name _____ Vocation _____

Relation to applicant _____ City _____ State _____ Zip _____

Contact Phone () _____ E-mail _____

1. How long and how well have you known the applicant?

2. What is the applicant's affect on his/her peers?

3. A Staff position consists of a fairly intense weekly schedule. Do you foresee difficulties for the applicant with this schedule?

4. What is your assessment of the applicant's ability to handle situations involving change, crisis and correction?

5. According to your observations, what are the strengths and spiritual gifts of the applicant?

6. What is your assessment of the applicant's weaknesses and/or struggles?

7. Have you seen any complex family or relational factors which might affect the applicant's service at SHOP?

8. Please assess the following based on your knowledge of the applicant:

Spiritual maturity	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Devotion to Christ	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Integrity and honesty	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Open to correction	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Self-discipline	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Works unsupervised	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Willingness to serve	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Works with others	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Communication skills	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Courtesy	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Leadership skills	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Reliability	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Teachability	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Physical health	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Emotional stability	Not Observed___	Weak___	Fair___	Good___	Outstanding___
Family life	Not Observed___	Weak___	Fair___	Good___	Outstanding___

9. Comments on any of the above:

10. Would you have the applicant work for you? Yes No Why or why not?

11. Do you recommend this applicant for a Salem House of Prayer Staff Position?

- Highly recommend Recommend Recommend with reservations*
 Do not recommend* *Please explain:

ADDITIONAL COMMENTS

Signature_____

Date_____