Western Indian Ministries, Inc.
P.O. Box 9090 ▪ Window Rock, AZ 86515-9090 ▪ (505)371-5749
Fax: (505)371-5588 ▪ E-Mail: wim@westernindian.org

Staff Application

Date _____

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Check one:
[ ] Full Time (30-40 hours per week)
[ ] Part-time: Minimum Hrs. _____ Maximum Hrs. _____

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PERSONAL INFORMATION

_____
Last name First Middle

_____
Current Address City State Zip

_____
Permanent Address City State Zip

_____
Current Phone Number Fax Number Email Address

_____
Name of Emergency Contact Phone Number (000-000-0000)

_____
Address City State Zip

_____
Social Security Number (Optional) Are you age 18 or older? Y N

_____
Are you Native American? (Optional) Tribal Membership (Optional)

Is any additional information relative to change of name, use of an assumed name, or nickname necessary to enable a check on your work and educational record? _____ If so, please explain: _____

_____

Do you have any disabilities or health problems that would limit your scope of service? _____
Please explain: _____

What languages other than English do you read, speak or write?_____

Are you presently authorized to work in the United States on a full-time basis? _____ If offered employment, can you submit satisfactory evidence of your identity and legal right/authorization to work in the United States? ___

Have you ever been convicted of a felony? _____ Are you a defendant in any pending criminal matter?_____
If the answer is yes to either question, state the details (a conviction will not necessarily disqualify you from employment): _____

_____

Have you been convicted of any offense involving actual or attempted molestation, exploitation, abuse, or neglect of a minor? _____ If yes, please explain: _____

_____

Please check appropriate boxes: (if applicable)

	Used in Past	Currently Using
Alcoholic beverages	[ ]	[ ]
Tobacco	[ ]	[ ]
Illegal Drugs	[ ]	[ ]
Peyote	[ ]	[ ]

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EDUCATION

Institution Name & Location/Academic Major & Minor/Certificate or Degree

_____

High School

_____

College or University

_____

Bible School or Seminary

_____

Other

Describe any other specialized training or ministry experience you have received: _____

_____

_____

_____

List all the courses you have taken in Bible, theology, and missions (or attach transcripts): _____

_____

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LICENSES AND CERTIFICATIONS

List (or include copies of) any professional licenses, certifications, or other occupational credentials you currently hold.

Name & Number of License/Certificate/Issuing Authority/Date Issued/Expiration Date

_____

_____

_____

_____

Does the position you are seeking require the operation of a motor vehicle? _____

Identify applicable licenses currently in effect and any citations within the last five years:

License Number, License Type, Issuing Authority, Date Issued, Expiration Date

_____

_____

Date of Citation, City/County/State, Violation, Disposition

_____

_____

_____

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EMPLOYMENT

Begin with your most recent employer and list all employment in the last seven years. Use additional paper if necessary.

1. _____

Employer's Name From (mo/yr To (mo/yr)

_____

Address City State Zip

_____

Supervisor's Name Title Phone Number (000-000-0000)

_____

Your Job Title Your Primary Responsibilities

_____

Reason for Leaving

2. _____

Employer's Name From (mo/yr To (mo/yr)

_____

Address City State Zip

_____

Supervisor's Name Title Phone Number (000-000-0000)

_____

Your Job Title Your Primary Responsibilities

_____

Reason for Leaving

3. _____

Employer's Name From (mo/yr To (mo/yr)

_____

Address City State Zip

_____

Supervisor's Name Title Phone Number (000-000-0000)

_____

Your Job Title Your Primary Responsibilities

_____

Reason for Leaving

Do you have any unpaid or volunteer ministry or work experience that you would like to be considered? _____

If so, please explain: _____

_____

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FAMILY STATUS

_____

Are you married or single? If married, Spouse's Name Date of Marriage

_____

If single, have you ever been married? If so, Former Spouse's Name Date Marriage Ended

_____

If single, are you engaged? If so, Name of Fiance' Wedding Date

_____

If you have ever been divorced or separated, briefly explain the circumstances:

_____

If married or engaged, what are your spouse's/fiancé(e)'s thoughts about your proposed assignment?

CHILDREN

Include adopted children, and foster-care children presently living with you; use additional paper if necessary.

_____

Name Birthdate Grade

_____

Name Birthdate Grade

_____

Name Birthdate Grade

_____

Name Birthdate Grade

_____

Name Birthdate Grade

_____

Name Birthdate Grade

_____

Name Birthdate Grade

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SPIRITUAL LIFE

Briefly describe your conversion to Jesus Christ as your Savior and Lord with approximate date - and also share how your life has been different (use addition pages if necessary). _____

_____

_____

_____

_____

_____

Name of Church presently attending _____

Affiliation _____

_____

Address City State Zip

_____

Pastor's Name Phone (000-000-0000)

How many years have you attended? _____ Are you a member? _____

In what ways have you helped others to come to faith in Jesus Christ? _____

_____

_____

_____

What are your spiritual gifts? How do you envision using them in your work with this mission? _____

_____

_____

_____

Why are you applying to Western Indian Ministries? _____

_____

_____

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Do you agree with the "indigenous church principle"? Please support your answer.

_____

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_____

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_____

Teacher Applicants only -- Please state your Philosophy of Education: _____

_____

_____

_____

_____

_____

_____

_____

_____

Radio Applicants only -- Why do you believe in Christian broadcasting? _____

_____

_____

_____

_____

_____

_____

Please provide three names and addresses of references- include a pastor or church leader, former supervisor and co-worker or friend.

1.

2.

3.

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Please read and sign the Applicants Statement showing your agreement and support.

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APPLICANT'S STATEMENT

All of the statements I have made on this application are complete and true to the best of my knowledge. I have not omitted any information requested that might negatively influence the decision regarding my acceptance or rejection for mission service.

Unless otherwise noted on this application, I authorize Western Indian Ministries, Inc., to investigate all statements made on this application or on any resume or other document I submit and to contact all persons, organizations, and others referred to in this application, in my reference forms, and in any other document I submit.

I understand and agree that if I am accepted for mission service, my ministry assignment will be conditioned upon my meeting the following qualifications at all times during the term of my service with the mission:

(a) I affirm, as part of the qualifications for this ministry assignment, that I am a "born again" Christian who knows Jesus Christ as Lord and Savior (John 3:3; I Pet. 1:23).

(b) I will manifest by precept and example the highest Christian virtue and personal decorum, serving as a *Christian role model* (I Tim. 4:12), both during and outside of working hours, both on and off mission premises, to students, parents, fellow workers, and the community at large in judgment, dignity, respect, and Christian living. This includes but is not limited to refraining from such activities as the excessive use of alcohol, any use of tobacco or illegal drugs, any use of Peyote, and any use of vulgar or profane language (Col. 3:17; Tit. 2:7-8; I Thess. 5:18, 22-23; and Jas. 3:17-18).

(c) I agree that the Bible dictates the standards for sexual behavior, that all homosexual conduct, other deviant sexual behavior, promiscuity, and pre- and extra-marital sexual relations are forbidden and as such violate the bona fide occupational requirement of being a *Christian role model,* that the unique roles of the male and female are clearly defined in scripture, that Romans 1:24-32 states that God recognizes homosexuals and other deviates as perverted, and that deviation from scriptural standards is grounds for termination (Rom. 12:1-2; I Cor. 6:9-20; Eph. 4:1-3, 5:3-5; I Thess. 4:3-8; I Tim. 4:12; II Tim. 2:19-22; I Pet. 1:13-16, 2:15-17; I John 3:1-3).

(d) I accept without verbal or mental reservation the Statement of Faith and the mission, vision, and direction statements of the mission and am committed to upholding them.

(e) I will faithfully attend and financially support a local church whose fundamental beliefs are in agreement with the Statement of Faith and policies and practices of the mission (Heb. 10:25).

(f) I will abide by the rules and regulations of the mission, as they exist from time to time.

(g) If my position requires any professional or occupational certifications, I will meet all such requirements.

(h) I will follow the biblical pattern of Matthew 18:15-20 and Galatians 6:1 and resolve all differences by utilizing biblical principles.

(i) I will not enter into responsibilities or other employment during the term of my service with the mission that will in any way conflict with my ministry assignment.

(j) If at any time during the term of my service with the mission I cannot hold true to the above and find myself out of harmony or sympathy, or in discord or disagreement, with the philosophy, standards, or administration of the mission, I will immediately make that fact known to the mission administration. Unless the lack of harmony, discord, or disagreement can be harmoniously adjusted without publicity, I will voluntarily withdraw from my service or will be subject to termination.

I understand and agree that if I am offered a ministry assignment (position) with the mission—whether supported, salaried, or volunteer—(1) my service will be terminable at will, at any time, either by me or by the mission, with or without a reason, and with or without advance notice, (2) only the chief executive officer of the mission acting upon resolution of the board of directors has authority to modify the at-will nature of my relationship with the mission, and (3) the chief executive officer can do so only if it is done specifically in a written agreement that is signed by both the chief executive officer and me. No rights of tenure or presumption of continued service or employment are conferred or implied by the mission.

I understand and agree that the Bible commands Christians to make every effort to live at peace and to resolve disputes with each other in private or within the Christian community in conformity with the biblical injunctions of I Corinthians 6:1-8, Matthew 5:23-24, and Matthew 18:15-20. Therefore, I agree that any claim or dispute arising out of or related to my service with the mission or to any aspect of my relationship with the mission—including any employment relationship I may have with the mission, statutory claims, and the determination of the scope or applicability of the agreement in this paragraph to submit to mediation/arbitration—will be settled by biblically based mediation and, if necessary, legally binding arbitration, in accordance with the rules of the nearest Christian conciliation service affiliated with or sponsored by the Christian Legal Society, or if not available, by a similar organization agreeable to the parties. Judgment upon an arbitration award may be entered in any court otherwise having jurisdiction. I understand and agree that these methods will be the sole remedy for any such claim or dispute and expressly waive my right to file a lawsuit in any civil court against the mission or any of its directors, officers, employees, or other agents (including my right to jury trial), except to enforce an arbitration decision. The provisions of this paragraph will not preclude me or the mission from seeking injunctive relief or remedies provided by law that cannot be made subject to these provisions (such as workers' compensation benefits).

I understand that I am entitled to a copy of this application upon request.

Date _____ Signature _____

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Western Indian Ministries, Inc. Affirmation of Doctrinal Statement

Article I: We believe the Bible, consisting of the Old and New Testaments only, is verbally inspired by the Holy Spirit, is inerrant in the original manuscripts, and is the infallible and authoritative word of God. (II Tim. 3:16, Psalms 12:6-7; II Peter 1:20,21)

Article II: We believe that the one triune God exists eternally in three persons: Father, Son and Holy Spirit. (Duet. 6:4; II Corinthians 13:14; Matt. 28:19; John 1:1; John 1:14)

Article III: We believe that Adam, created in the image of God was tempted by Satan, the god of this world, and fell. Because of Adam's sin, all men have guilt imputed, are totally depraved, and need to be regenerated by the Holy Spirit for salvation.

Article IV: We believe that Jesus Christ is God, was born of a virgin, died vicariously, shed His blood as man's substitutionary sacrifice, rose bodily, and ascended to heaven, where He is presently exalted to the Father's right hand. (Matt. 1:18, 21-23; Isaiah 7:14; John 1:1, 2, 14)

Article V: We believe that salvation consists of the remission of sins, the imputation of Christ's righteousness, and the gift of eternal life received by faith alone, apart from works. (Rom. 3:23, 24; Heb. 9:22; II Cor. 5:21; Acts 4:12; Eph.2: 8-10, I Peter 1:18, 19)

Article VI: We believe that the return of Jesus Christ is imminent, and that it will be visible and personal. (I Thess. 4:13-18; I Cor. 15:51-53; John 14:1-3; Phil. 3:20,21; Rev. 1:7, 19:11-16; Zech. 14-4: Acts 1:11)

Article VII: We believe that the saved will be raised to everlasting life and blessedness in heaven, and that the unsaved will be raised to everlasting and conscious punishment in hell. (Matt. 13:42, 25:41-46; Mark 9:43-48; Luke 16:19-26; II Thess. 1:7-9; Rev. 20:11-15; John 5:28,29; 11:25,26)

Article VIII: We believe that the church, the body of Christ, consists only of those who are born again, who are baptized by the Holy Spirit into Christ at the time of regeneration, for whom He now makes intercession in heaven and for whom He will come again. (I Cor. 12:12, 13; John 10:27-30; Philippians 1:6)

Article IX: We believe that Christ commanded the church to go into all the world and preach the gospel to every creature, baptizing and teaching those who believe. (Matthew 28:18-20; II Timothy 2:2)

Additional Positions and Statements
Western Indian Ministries takes a position on several doctrines not directly covered in our doctrinal statement.

The Mission expects the premillennial return of Jesus Christ to establish His reign on the earth.

Article VII of the restated Articles of Incorporation of Western Indian Ministries, Inc. (1998):
We are an evangelical organization, separate and independent from denominational affiliation, and do not promote or endorse unity through compromise of biblical truth, acceptance of extra-biblical revelation, or emphasis on sign gifts as measures of spirituality.

It is understood that we recognize that most of those who hold to the above positions are Christian brothers and sisters, that the so-called Charismatics do not necessarily hold to all points that we consider error, and that the joy and spontaneity exhibited by some Charismatic believers is desirable and commendable. But, we cannot cooperate with them in spiritual ventures or be in a position of seeming to condone the errors to which they may hold. We further feel that the joy and freedom often admired in their services should be sought in more biblical ways.

This means for our staff that regular attendance at so-called Charismatic meetings, Bible studies, and activities of this nature, or churches recognized as "Charismatic" will be considered as a breach of the principles and practices of the Mission.

Mission Statement:
Western Indian Ministries exists today to evangelize and disciple Native Americans on and near the Navajo Nation, and to train and equip Native believers to be fully devoted followers of Jesus Christ. (revision adopted by WIM Board 9/4/06)

I hereby affirm my agreement with the Doctrinal Statement and other statements printed above.

Date: _____ Signature: _____