



Staff Application Packet

Thank you for your interest in Impact Campus Ministries.
For questions regarding this application, e-mail: apply@impacttheu.com



Staff Application Form

January 2024

Impact’s Mission:

*We exist to **pursue, model and teach** intimacy with God on the American university campus, in Christian community, impacting the world with God’s redemptive story of grace and reconciliation of humanity through faith in Jesus.*

Impact’s Definition of Success:

Success is developing intimacy with God and community with each other, through a living relationship with Jesus. We believe that an individual, who is developing intimacy with God, in the context of Christian community, will make an impact for the Kingdom of God.

A team of individuals, who make an impact for the Kingdom of God, will have a fruitful ministry. Though we do not aim for “making an impact,” and we do not aim for “fruitful ministries,” we recognize that these two situations will supernaturally occur when individuals develop intimacy with God in Christian community.

Ministry is the product of our love for God, and an expression of a heart devoted to God. We must not allow “ministry for God” to crowd “intimacy with God” out of our lives. We cannot control “making an impact,” and we cannot control “fruitful ministries,” but we have absolute control over developing intimacy with God and being devoted to one another.

General

Name _____

Current Street Address _____ Apt # _____

City _____ State _____ Zip _____

Home Phone () _____ Work Phone () _____

Cell Phone () _____ Date of Birth (m/d/y) _____

E-mail Address(es) _____

Campus Location(s) interested in _____

Preferred/Available Start Date _____

Family and/or Close Relationships (optional)

Married? _____ Date of Marriage _____ Spouse's Name _____

Children's Names and Ages _____

Any other comments on your relationships you'd like to share:

Christian Faith/Background

*Please email **a separate document with a short narrative** of your relationship with Jesus, how you follow the Holy Spirit presently, and where you see God leading you in your life. Also, describe how you regularly connect with God.*

Please respond to each of the following sections. If you'd like, you can include longer answers in your narrative document.

- Describe how you came to know Christ as your Savior.

- Describe your current relationship with Jesus.

- Describe your Christian background (for example, "Were you raised in a Christian home?" "What church, if any, did you attend growing up?")

- Are you currently involved in a church? If so, is there a minister or leader from the church we could contact? If not, why not? Otherwise, include his/her contact information below.

Name of Individual/Title: _____

Name & Location of Church: _____

Phone: _____ E-mail: _____

Date and place of your baptism (immersion) _____

Have you been ordained? _____ By whom? _____

A person's experience in the local church can deeply shape their spiritual formation.
How has your experience shaped your own journey?

Statement of Faith

Please carefully read ICM's Statement of Faith, listed below:

1. **God** is one being eternally coexisting in three persons—God the Father, God the Son, and God the Holy Spirit. He is the source of all creation (Gen. 1:1; John 1:1-2), which He sustains (Col. 1:17) and is in the process of redeeming (Rom. 8:19-22). God the Father loves us and desires that we have fellowship with Him as His children (I John 1:3).
2. **Jesus of Nazareth** is the incarnation of God the Son. He is the Word become flesh (John 1:14), and He now holds all authority in heaven and on earth (Matt. 28:18). He is both Savior and Lord. For our salvation, He was born a man, lived a sinless life, and suffered a brutal death on the cross. He was raised from the dead and ascended into heaven where He is now our high priest and advocate. He and he alone is the head of the Church.
3. **The Holy Spirit** is a “person” and not a “thing,” “power,” or “force.” Although co-equal with God as Father and Son, Scripture shows that the Holy Spirit works interpersonally and actively in the world, seeking to glorify Jesus and the Father. The Holy Spirit actively works to convict people of their own sin, of God’s righteousness, and judgment to come (John 16:5-11). The Holy Spirit indwells (lives inside) believers individually, and corporately in the Church—the body and bride of Christ. The Holy Spirit produces fruit within the life of each Christian and also works to produce in each believer a pure heart, which results in Christ-like character expressed in private and public conduct and action. The Holy Spirit also endows each believer with gifts for service or ministry in the kingdom.
4. **The Bible** is not just “a” book—it actually exists as a collection of 66 separate and distinct literary works known as the Old and New Testament Scriptures. It is the uniquely inspired Word of God (2 Tim. 3:14-17; 2 Peter 1:16-21). We firmly hold that the Bible stands as the only rule or standard of faith and practice for Christians. We affirm that Scripture is the only authoritative revelation from God by which we know God’s will and Christ’s authority. We seek to assert what the Scriptures clearly assert and allow freedom in other cases. We believe that to grasp the meaning of Scripture it is our solemn responsibility to seek to understand divine intent, through authorial intent, and we seek to apply its teaching to the individual Christian’s life, as well as to the contemporary church and to any culture in which Christians live.
5. **The Church** is the body of Christ on earth, the undivided, unified, and organic community of believers throughout the world. Upon surrender to Christ, a person is added to the Church. In addition, the priesthood of all believers means each Christian is called to be a serving minister, faithfully utilizing the gift or gifts given to him or her by Jesus and through the Holy Spirit (1 Peter 2:9-10). The Church’s mission (and therefore every individual disciple’s mission) is to live out the Great Commission (Matt. 28:18-20).
6. **Human beings** were created by God to walk in fellowship with Him. We were created to glorify God. However, all (except Jesus) have sinned and fall short of the glory of God (Rom. 3:23). Because of this, we must rely solely on God’s generous offer of mercy, compassion, grace, and forgiveness. Each human, from the moment life begins, is made in the image of God (*imago dei*), and as such, is a person valued and loved by God. As the human objects of His love we are to be nurtured, protected, and developed. The primary purpose of every human’s existence is to glorify God.

7. **Salvation** is by God alone through Jesus Christ alone. Salvation is by grace through faith (Eph. 2:8-9). This salvation is welcomed through hearing the Good News, acknowledging (confessing) Jesus as Lord, turning from sin (repentance), being baptized (Acts 2:38, 3:19, 8:12, 10:47-48; and Rom.10:9-10), living in fellowship with Christ and His Church (Eph. 2:1-22), and demonstrating the love of God to the world (Matthew 28:18-20). In our salvation, we are being transformed into the likeness of Christ (see 2 Corinthians 3:18).
8. **Baptism** represents a part of the believer's proper response in obedience to Christ—"...the appeal of a good conscience toward God" (1 Pet. 3:21). As an act of faithful obedience, baptism in no way represents a "work" through which salvation is earned by any meritorious act or effort on the part of the believer (Eph. 2:8-10). The writers of Scripture record that in baptism (meaning "immersion" in water) the following things occurred: See... a believer is crucified and buried with Christ (Rom. 6:3-4), receives forgiveness of sin and the Holy Spirit as a gift (Acts 2:38), is resurrected (Col. 2:12) and clothed with Christ (Gal. 3:27), and has ones' sins washed away (Acts 22:16)—all because of God's merciful, compassionate, and free gift of grace received by faith.
9. **The Christian life** does not end at conversion—it begins. The indwelling of the Holy Spirit brings new life and new joy. Every person who comes to the Father through Jesus (as just described) becomes a dynamic disciple– personally dedicated to spiritual growth, Christian community, and Kingdom priorities. Once saved by grace, by grace we live.

Do you understand and agree with these statements? _____

Financial Information

Have you ever raised financial support? _____ If yes, for what purpose?

How do you feel about support-raising? Are you willing to raise support? Why or why not?

Do you have a church that is willing to support you? If so, which church?

Do you have any financial situations or needs that will make the fundraising process unique to you?

Ministry Information

Why are you interested in serving specifically with Impact Campus Ministries?

What unique gifts, talents, and/or passion would you bring to a campus ministry team (or Impact in general)?

Do you have a dream for a specific university campus? Describe it.

Describe how your education, to date, will help you in your ministry role.

Describe your current involvement with ministries/churches other than Impact.

Complete this thought: *"When it comes to ministry, I am most out of my comfort zone when..."*

What are two character qualities you possess that would most contribute to successful ministry, and why?

What are two character qualities that God is working to develop in your life as you pursue Him?

What do you hope to gain from working with Impact Campus Ministries?

Describe your experience specifically in campus ministry, either with Impact or another such organization:

Please list any ministry experience.

| Where | When | Organization |
|--------------|-------------|---------------------|
| | | |
| | | |
| | | |
| | | |
| | | |

Have you been involved in a campus ministry?

| Where | When | Organization |
|--------------|-------------|---------------------|
| | | |
| | | |
| | | |
| | | |

Personal/Spiritual Growth

Describe your current plan for spiritual growth.

As you reflect on your pursuit of God, in which spiritual disciplines are you strong?
What evidence do you see for this?

What spiritual disciplines do you need to focus more energy on? Why?

Where would you like to see yourself in the next year, spiritually? Personally?
Professionally?

Describe a time when you led someone to Christ.

Describe an experience discipling someone.

Describe two people who have been most influential in your spiritual development.

Employment History

Present Employer _____

What is your job? _____

Supervisor's name, phone, and email (Is it OK for us to contact this person? yes/no)

How long have you been with this employer? _____

If less than two years:

- Previous Employer _____

- What was your job? _____

Education

| High School | City & State | Year Graduated | |
|------------------|----------------|----------------|--------------|
| | | | |
| College | Years Attended | Year Graduated | Degree/Major |
| | | | |
| | | | |
| | | | |
| Graduate School | Years Attended | Year Graduated | Degree/Major |
| | | | |
| | | | |
| Special Training | Type | Years | |
| | | | |
| | | | |

References

Please choose four references (one should be a pastor and can be the same name shared above in "Christian Faith/Background"). Please do not include any immediate family members.

1. Name _____ Phone () _____
Email _____
Occupation _____
2. Name _____ Phone () _____
Email _____
Occupation _____
3. Name _____ Phone () _____
Email _____
Occupation _____
4. Name _____ Phone () _____
Email _____
Occupation _____

Your signature on this application indicates that you have waived the right to the information contained in any Personal Reference Form we receive from your references.

Medical History (optional):

Is there anything about your medical condition or history that you would **like** ICM to know about?

Staff Expectations

Do you agree to work in harmony with Impact's Definition of Success? _____

Do you agree with Impact's Statement of Faith? _____

I understand that if I receive a job offer, that offer will be contingent on my completion of a background check. Initial here: _____

Signature _____ Date _____

Please note: If accepted, assessment and training may be required before doing ministry with Impact. Depending on the time and place of the training, there will be expenses associated with this. By signing this application, you are affirming that all of the information you have provided is truthful and accurate to the best of your knowledge.

Materials to be returned with application:

____ Short narrative page from the Christian Faith section

____ Copy of Ordination Certificate (if applicable)

____ Recent photo of yourself and/or your family/friends (optional)

You will also be asked to provide 4 different assessments of your choice; we will be presenting those options to you once your application is processed.

Thank you!

**For questions, or to request a printable application, e-mail:
apply@impacttheu.com**

You can also call our recruiting department at 302.468.6426 x103 with questions or comments.