



PIONEERS

Formal Application

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info@pioneers.ca

PHOTO
You can email a picture or paste one here. Visualizing you makes our communication with you more personal

(Please print with black ink and remember to photocopy for your records)

Tell Us About Yourself!

Full Name: _____

Present address: _____ Email: _____

City: _____ Province: _____ PC: _____ Home Phone: () _____

Social Insurance Number: _____ Work Phone: () _____

Country of citizenship: _____ Do you have a passport? ___ Expiry date: _____

List the books which have had the greatest influence on your life and thought.

List periodicals and books you have read in the past year.

List what you do for relaxation.

Do you or have you abused substances such as tobacco, drugs, or alcohol? Yes No
Explain:

Have you ever been arrested for a felony offense? Yes No
Explain:

What obligations, if any, could possibly negatively affect your service with PIONEERS? (e.g. debts, school loans, family, church or employment, commitments, etc.)

Training & Experience

CHRISTIAN SERVICE EXPERIENCE

List your ministry involvement for the past five years.

Type of Ministry	Where	Dates	Degree of satisfaction
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

CROSS-CULTURAL EXPERIENCE

Countries traveled or lived in Date Nature of travel

_____	_____	_____
_____	_____	_____
_____	_____	_____

Apart from travel, what other experiences and/or activities have you had which exposed you to other cultures, ethnic groups, or languages?

Did you find your adjustments with the people to be: (Circle one and explain)

Easy
Difficult
Frustrating
Enjoyable

What foreign languages can you read? _____ Speak? _____
minimal/moderate/fluent minimal/moderate/fluent

SKILLS

If applicable, indicate level of expertise:

- | | Limited [1] | Moderate [2] | High [3] |
|---|---|---|-----------------|
| <input type="checkbox"/> Agricultural | <input type="checkbox"/> Administrative Assistant | <input type="checkbox"/> Art | |
| <input type="checkbox"/> Carpentry | <input type="checkbox"/> Typing (WPM) | <input type="checkbox"/> Photography | |
| <input type="checkbox"/> Electrical | <input type="checkbox"/> Accounting | <input type="checkbox"/> Graphic Arts | |
| <input type="checkbox"/> Plumbing | <input type="checkbox"/> Computer | <input type="checkbox"/> Video production | |
| <input type="checkbox"/> Masonry/Cement | <input type="checkbox"/> Medical | <input type="checkbox"/> Radio | |
| <input type="checkbox"/> Mechanics | <input type="checkbox"/> Teaching | <input type="checkbox"/> Journalism | |
| <input type="checkbox"/> Management | <input type="checkbox"/> Leadership | <input type="checkbox"/> Coaching | |
| <input type="checkbox"/> Printing | <input type="checkbox"/> Administration | <input type="checkbox"/> Music (specify) | |

Other skills/hobbies: _____

Future Field & Ministry

PRE-FIELD PREPARATION

Prior to your departure for the field:

What further education, experience, and/or personal growth do you perceive as necessary to prepare yourself for cross-cultural living and ministry?

What requirements, if any, does your sending church have of you before you depart for the field?

What are your plans to accomplish the above?

VISION FOR MINISTRY

What country/people group would you like to work with?

What is your target date to leave for the field?

If known, briefly describe the type of ministry you would like to be involved in on the field.

Team life is a core ministry component of PIONEERS. How do you see yourself working on a team with other missionaries and nationals from different cultural and/or doctrinal backgrounds?

Describe any reservations you may have about living and ministering overseas:

Personal Info

1.) Please explain how God has led you to apply with PIONEERS.

2.) Please explain your personal practice in the following spiritual disciplines:

Bible reading, study and mediation: _____

Prayer and worship: _____

Giving: _____

Sharing your faith with unbelievers: _____

Discipling new/young believers: _____

3.) Please explain your understanding of the role your sending church will have in your future ministry on the field.

4.) Missionary life often involves the situations listed below. Check the one you expect to be most difficult for you (and your spouse, if married) and explain why.

- | | |
|--|--|
| <input type="checkbox"/> Isolation from other believers | <input type="checkbox"/> Separation from friends and family |
| <input type="checkbox"/> Managing a budget with a limited income | <input type="checkbox"/> Adjusting to new and strange environments |
| <input type="checkbox"/> enduring intense spiritual battles with the Enemy | <input type="checkbox"/> Singleness (if applicable) |

Personal Info (cont'd)

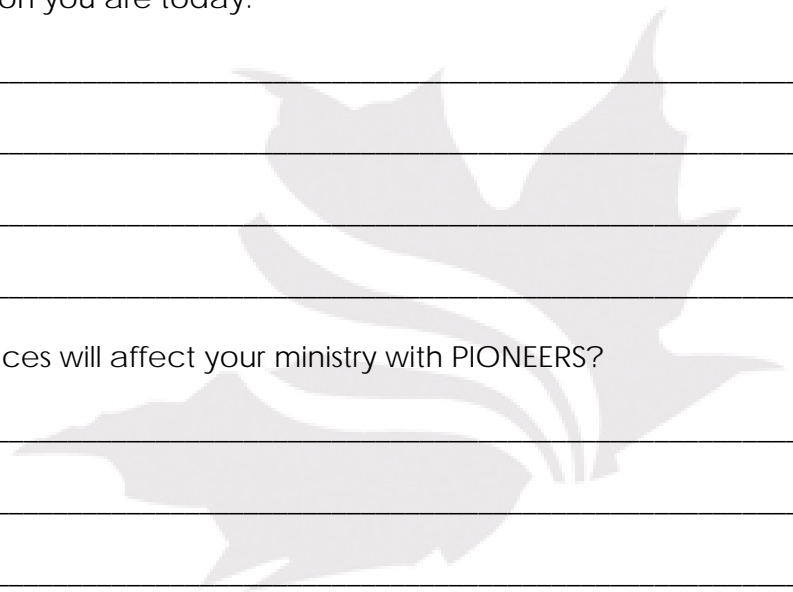
5.) Write a brief account of:
a.) Your "growing up years," including your childhood home situation.

b.) Your present relationship with your parent(s) and sibling(s).

c.) Please share about any significant experiences (positive and/or negative) which have contributed to making you the person you are today.

d.) How do you feel those experiences will affect your ministry with PIONEERS?

6.) Do you have any comments or questions regarding your internship with PIONEERS?



Family Issues

Family Adjustment and Growth

How do your parents feel about your plans to enter missionary service?

If you have children, please describe how each of them feels about going to the field.

Do any of your children have any special educational, emotional, or medical needs? Yes No
Explain:

My signature below indicates the following:

- A. I understand that PIONEERS works in partnership with its members' sending and supporting churches and may at times be in communication with them in answering their inquiries. I hereby agree that this is an acceptable cooperation.
- B. To the best of my knowledge, all of the information in this application is true and complete. I also authorize PIONEERS to make such inquiries into my personal employment, finances, medical history or other related matters as may be necessary in arriving at an acceptance decision. I hereby release employers, schools or persons from all liability in responding to inquiries in connection with my application.
- C. I have read and understand and will comply with PIONEERS Statement on Suffering Loss, Standards of Moral Conduct, and Harassment Policy.

Signature

Date

PIONEERS Statement of Faith

WE BELIEVE that the Holy Scriptures, consisting of Old and New Testaments, were originally given by God, divinely inspired, without error, infallible, and are entirely trustworthy and the supreme authority in all matters of faith and practice.

WE BELIEVE in one God, Creator of all things, eternally existent in three persons: Father, Son and Holy Spirit.

WE BELIEVE in our Lord Jesus Christ, God manifest in the flesh, His virgin birth, sinless life, divine miracles, vicarious and atoning death on the cross, bodily resurrection, ascension and exaltation, mediatorial work, and personal, imminent, and visible return in power and glory.

WE BELIEVE that Adam and Eve, created in the image of God, were tempted by Satan, the god of this world, and fell; that their sin has passed to all people, who as a result are lost, are unable to save themselves from the wrath of God, and need to be saved.

WE BELIEVE that salvation is a gift of God to those who repent and personally believe in Jesus Christ; that it is accomplished by God's grace through the shed blood of the Lord Jesus Christ and regeneration by the Holy Spirit.

WE BELIEVE in God the Holy Spirit who indwells all believers enabling them to live holy lives, and to witness and work for the Lord Jesus Christ despite opposition from the world, the flesh, and Satan.

WE BELIEVE in the spiritual unity of all true believers, the universal Church, the Body of Christ.

WE BELIEVE in the resurrection of both the saved and the lost; they that are saved unto the resurrection of eternal life with God, they that are lost unto the resurrection of eternal condemnation separated from God.

WE BELIEVE that Christ commanded the Church to go into all the world and make disciples of all peoples, baptizing them in the name of the Father, Son, and Holy Spirit, and teaching those who believe to obey all that Christ commanded.

GUIDING GRACE PRINCIPLES

PIONEERS is an international fellowship comprised of evangelicals drawn from many different churches and backgrounds. Our desire is to work in harmony with our national church partners and Christian colleagues on the basis of essential doctrines as found in our Statement of Faith. These are doctrines on which, historically, there has been general agreement among all true followers of Christ.

In matters not addressed by our Statement of Faith, PIONEERS acknowledges differing points of view provided they are based on the Bible as the supreme authority, and that no interpretation or practice will undermine the work of the gospel or the unity among those with whom we serve. We seek to live, work, and relate to one another in a spirit of love and humility, as outlined in Romans 14, 1 Corinthians 13, and other passages.

Yes, I agree with the above statement.

Signed: _____

Printed Name: _____ **Date:** _____

Reference List

Distribute and have references mail to:
51 Byron Ave. Dorchester ON, N0L 1G2

Local Church

HOME CHURCH

Name: _____ How long attending? _____

Address: _____ City: _____ Prov: _____ PC: _____

Phone: () _____ Fax: () _____ Email: _____

Church size (# attending): _____ Pastor's name: Dr. Rev _____

Are you currently attending this church? Yes No If no, please state reason(s):

How are you currently serving in your church?

Does your church have a Mission Committee? Yes No

Mission Pastor or Committee Chairperson's Name: Dr. Rev. Mr. Mrs. Ms. _____

Has your church endorsed your plans to be a missionary? Yes No If no please state reason(s):

Does your Pastor approve of your application to PIONEERS? Yes No

Does your Mission Committee approve of your application to PIONEERS Yes No

What has been their response?

CHURCH CURRENTLY ATTENDING (If different from above)

Name: _____ How long attending? _____

Address: _____ City: _____ Prov: _____ PC: _____

Phone: () _____ Fax: () _____ Email: _____

Church size (# attending): _____ Pastor's name: Dr. Rev _____

Are you currently attending this church? Yes No If No, please state reason(s):

How are you currently serving in your church?

Reference List (cont'd)

Distribute and have references mail to:
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General References

- 1.) **Peer/Friend**
Name: _____ Length of acquaintance: _____ Phone: () _____
Address: _____ City: _____ Prov: _____ PC: _____
- 2.) **Peer/Friend**
Name: _____ Length of acquaintance: _____ Phone: () _____
Address: _____ City: _____ Prov: _____ PC: _____
- 3.) **Current spiritual leader, if other than Pastor (e.g. Bible study leader, mentor, professor)**
Name: _____ Length of acquaintance: _____ Phone: () _____
Address: _____ City: _____ Prov: _____ PC: _____
- 4.) **Business associate or former employer**
Name: _____ Length of acquaintance: _____ Phone: () _____
Address: _____ City: _____ Prov: _____ PC: _____
- 5.) **PIONEERS staff member or missionary (if known personally, or list another general reference)**
Name: _____ Length of acquaintance: _____ Phone: () _____
Address: _____ City: _____ Prov: _____ PC: _____
- 6.) **Mission leader (If you have served with another agency within the past 5 years)**
Name: _____ Length of acquaintance: _____ Phone: () _____
Address: _____ City: _____ Prov: _____ PC: _____

Employment History

(Please list most recent employer first) May we contact your present employer? Yes No

Employer: _____ Dates employed: from _____ to _____
Address: _____ City: _____ Prov: _____ PC: _____
Phone: () _____ Job Title: _____ Type of work: _____
Reason for leaving: _____
Who was your direct supervisor? _____

Employer: _____ Dates employed: from _____ to _____
Address: _____ City: _____ Prov: _____ PC: _____
Phone: () _____ Job Title: _____ Type of work: _____
Reason for leaving: _____
Who was your direct supervisor? _____

PIONEERS Policy Statement on Suffering Loss

Every missionary serving God as a member of PIONEERS works with the following understandings:

- 1.) That I have entered missionary service in response to the leading of God.
- 2.) That my home church is sending me to the field through PIONEERS, the servicing agency.
- 3.) That no matter where I may go, there will always be danger from being imprisoned by a legitimate government, hijacked, kidnapped, taken hostage, or random acts of violence. These acts that may deprive me of my civil or human rights, cause injury or death to me or my dependents, or loss of personal property cannot be ultimately prevented by PIONEERS.
- 4.) That although PIONEERS leaders will do all in their power to protect, defend, and provide relief for its members, I must in the final analysis depend on my loving Heavenly Father for my protection and well-being.
- 5.) Therefore, in the event that I suffer loss; including injury, deprivation, death, or inconvenience in the performance of my duties from persons, forces, or events outside the legitimate direction or control of PIONEERS, I will make no claim or lawsuit against any member of PIONEERS or the Mission itself.
- 6.) That PIONEERS has formulated a Crisis Management Policy which provides guidelines for us in a crisis or emergency situation.

Standards of Moral Conduct

PREAMBLE

PIONEERS bases its standards of moral behaviour on an organizational commitment to God and His word, the Bible, and to a lifestyle of Biblical morality and faith. All members (see footnote) of the Mission and their dependents (see footnote) and/or minor children are, therefore, held to a higher standard of conduct than that which may be considered acceptable by society in general. This standard of behavior has been instituted to ensure that the conduct of member of PIONEERS is beyond reproach and does not disturb the order of the organization at home or abroad, or endanger its welfare, interest or character.

DEFINITION OF STANDARDS

1. Illegal Acts. In PIONEERS, illegal acts are unacceptable and may subject a member, up to and including termination of membership, regardless of how a secular court may resolve the matter. Those who become aware of illegal activity on the part of members shall be under the same obligation to report such activity to the legal authorities, as would any other member of society.
2. Other forms of behavior or immoral acts. There are acts which may be tolerated in society, whether illegal or not, but which the Mission believes violate Biblical standards for practice and living and are, therefore, unacceptable for members of PIONEERS. Such immoral acts include, but are not limited to, adultery, fornication, homosexual activity, child molestation and/or abuse, incest, and physical, sexual or substance abuse (see footnote). Such acts or conduct will be the basis for discipline by PIONEERS and by those organizations to whom PIONEERS members may be seconded and provides sufficient cause to place the member on inactive status, or to immediately terminate his/her membership in the Mission. Guidelines for dismissal are outline in the International Ministry Agreement.

Standards of Moral Conduct (cont'd)

Scope of Application of Standards

Adherence to PIONEERS *Organizational Standards of Moral Conduct* constitutes a commitment on the part of the member to conform to the moral standard established by the Mission, which is not affected in any way by a member's assignment to any other organization. These *Organizational Standards of Moral Conduct* shall be applied both during times of active and inactive status at home or abroad, governing a member until such time as he/she shall resign or be dismissed from the Mission.

These *Organizational Standards of Moral Conduct* impose an obligation upon members of PIONEERS to bear full responsibility for the conduct of their dependent and/or minor children, in order to fully carry out the purpose of the Mission to maintain the highest standard of godly living and witness of godly practices. Therefore, misconduct by dependent and/or minor children of members, as ascertained in accordance with PIONEERS *Organizational Standards of Moral Conduct*, may also subject the member to discipline.

FOOTNOTES TO EXPLAIN TERMS USED IN THIS POLICY STATEMENT

1. Dependent children: In the context of this policy statement, "dependent children" includes all children of members who live at home, even though they may have reached the legal age in the country of residence. The rationale for including dependent children within the scope of this legislation is based on the premise that a breach of PIONEERS *Organizational Standards of Moral Conduct* by a member's dependent children may, in the judgment of leadership, endanger the good name or welfare of the organization or its members and ministries.
2. Member: Within the context of this policy statement, "member," refers to Board members, staff, long and short-term missionaries and any associates.
3. Substance Abuse: This includes the abuse of alcohol and other drugs, including any illegal substance.

Member Harassment Policy

PIONEERS is committed to maintaining a work environment in which all individuals treat each other with dignity and respect and which is free from all forms of intimidation, exploitation and harassment based upon a person's race, national origin, age, disability, or gender, including sexual harassment. PIONEERS is prepared to take action to prevent and correct any violations of this policy. Anyone who violates this policy will be subject to discipline, up to and including termination.

DEFINITION OF SEXUAL HARASSMENT

"Sexual harassment" means unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work, home, or educational setting, under any of the following conditions:

- 1.) Submission to the conduct is explicitly or implicitly made a term or condition of an individual's employment.
- 2.) Submission to, or rejection of, the conduct by the individual is used as the bases of employment decisions affecting the individual.
- 3.) The conduct has the purpose or effect of having a negative impact upon the individual's work performance, or of creating an intimidating, hostile, or offensive work environment.
- 4.) Submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual's employment by this missionary organization.

Member Harassment Policy (cont'd)

EXAMPLES OF SEXUAL HARASSMENT

Unwanted sexual conduct of this type can include a wide range of verbal, visual, or physical conduct of a sexual nature. Among the types of conduct that would violate this policy are the following:

- 1.) Unwanted sexual advances or propositions;
- 2.) Offering employment benefits in exchange for sexual favours;
- 3.) Making or threatening reprisals after a negative response to sexual advances;
- 4.) Visual conduct such as inappropriate clothing, leering, making sexual gestures, displaying sexually suggestive objects or pictures, cartoons or posters;
- 5.) Verbal conduct such as making or using derogatory comments, epithets, slurs and jokes;
- 6.) Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes or invitations; and physical conduct such as touching, assaulting, impeding or blocking movements.

WHAT TO DO IF YOU EXPERIENCE OR OBSERVE HARASSMENT

Persons who feel that they have been subjected to conduct of a harassing nature are encouraged to promptly report the matter to one of the individuals designated below.

All complaints will be promptly investigated.

WHERE TO REPORT HARASSMENT

The following individuals are specifically authorized to receive complaints and to respond to questions regarding harassment:

- 1.) Any Team Leader, Area Leader, or Regional Leader (and/or their wives)
- 2.) Any Director of a PIONEERS Mobilization Base (and/or their wives)
- 3.) International Director (and/or his wife)

CONFIDENTIALITY

Every effort will be made to protect the privacy of the parties involved in any complaint. However, PIONEERS reserves the right to fully investigate every complaint.

PROTECTION AGAINST RETALIATION

It is against PIONEERS policy to discriminate or retaliate against any person who has filed a complaint concerning sexual harassment or has testified, assisted or participated in any manner in any investigation proceeding or hearing concerning harassment.

PROCEDURE FOR INVESTIGATION OF THE COMPLAINT AND FOR TAKING CORRECTIVE ACTION

When one of the officials designated in this policy receives a complaint, he or she shall immediately inform the appropriate Mobilization Base Director and the International Director. An investigation will be conducted by the relevant leadership. If the investigation confirms the allegations, prompt corrective actions shall be taken. The individual who suffered the harassing conduct shall be informed of the corrective action taken. In addition, any person found to be responsible for harassment in violation of this policy would be subject to appropriate disciplinary action up to and including termination. The severity of the disciplinary action will be based upon the circumstances of the infraction.