

Outpost Ministries

Encountering Jesus Internship

Why an internship?

Jesus loves to minister to weak, broken people. He is equally as passionate about equipping the church to partner with Him in this work. In the Scriptures we see that Jesus' model for raising up future leaders was much like that of an internship. Jesus' disciples spent extended periods of time under His apprenticeship—they learned by *being* and *doing* with the Master.

Outpost Ministries desires to partner with Jesus in His ministry to weak, broken people, specifically those struggling with sexual and relational brokenness. We also desire to train others to do this same work.

Our Vision:

Our vision is twofold: 1) to help interns deepen their personal relationship with God, and 2) to raise up leaders who will move in a new paradigm of ministry.

The Lord has called Outpost to partner with Him in the raising up of a generation walking and operating in His love and power. We believe that we are living in a critical hour of human history, and this generation will play a pivotal role in leading the Church through great trial and tribulation. Therefore, it is essential that this generation is rooted and established in the love of God, for it is this love that will empower them to stand against the wave of delusion that is washing over this world and to declare freedom to the captives through Christ Jesus.

It is in the place of prayer (dialogue with God) that the roots of our hearts grow deep into His love. We desire that everything we do in ministry flow out of a fiery furnace of prayer. Because of the fundamental role of prayer in all that we do at Outpost, all Outpost interns are required to participate in corporate prayer times every day in the Justice House of Prayer. These prayer times are led by Outpost staff and volunteers and focus on praying the Word, studying the Bible, and listening to God.

Some of the goals of this internship program are:

- 1) Furthering of your own healing journey through intimacy with God, confession, intercession, fasting, listening prayer, and healing through community.
- 2) Continued growth in your understanding of inner healing ministry through studying the required curriculum, participating in group meetings with the Internship Director and Outpost staff, and participating in various events and classes offered throughout the year.
- 3) Continued growth in a biblical understanding of sexual and relational brokenness, how God heals those who struggle with it, how to evangelize to them, and how to navigate through the many cultural myths associated with sexual and relational brokenness.
- 4) Providing opportunities for leadership growth through practical ministry experiences.
- 5) Learning some of the "inner workings" of a Christian non-profit organization.

At the end of this internship program we believe each participant will have:

- 1) Deepened their personal relationship with God.
- 2) Developed and strengthened their spiritual gifts.
- 3) Attained a greater life vision.
- 4) Developed leadership skills for ministry to the sexually and relationally broken.

Requirements:

- 1) **Age:** The internship is for men and women ages 18 and up, please speak with the Internship Director regarding eligibility.

- 2) **Spiritual Maturity:** The intern must have a commitment to grow spiritually through the program and a desire to discover and use his/her spiritual gifts in a ministry environment.
- 3) **Statement of Faith:** The intern must have a solid understanding of his/her salvation from sin by the grace of our Lord Jesus Christ, a belief in the authority of the Bible for training in godliness, and a belief that homosexuality is one sin among many from which the power of the Gospel offers freedom. The intern must agree to our doctrinal statement.
- 4) **Moral Standards:** The intern must live within moral guidelines clearly spelled out in Scripture (for example, 1 Tim. 3:8-11 and Gal. 5:16-21).

No immoral interpersonal conduct: *Immoral interpersonal conduct* includes all forms of interactive sexual behaviors, including inordinate, exclusive dependency on another, all forms of genital contact with another (genital contact includes touching of breasts, buttocks, and genitals, whether clothed or unclothed), cybersex, and phone sex with another person.

Please note that our moral standards are not meant to disqualify you from an internship at Outpost. If you are currently struggling in one of the above areas, please talk to the Internship Director.

- 5) **Personal Growth:** We are accepting applicants who have experienced first-hand God's work in their lives or the lives of others. Having exposure to a support group (such as Living Waters, Solutions, CrossCurrent, Steps to Freedom, Taking Back Ground, or a Restored Hope Network-related support system) or personal therapy is important for consideration of acceptance into the program. The intern should also find the support of a local church body for his/her own spiritual growth and encouragement.

Financial Assistance:

Outpost Ministries does not provide any financial assistance to interns. We encourage all interns to raise support to cover the cost of the internship and living expenses. Many seek funding through their home churches, local community, family, and friends. The Internship Director will assist and advise interns in the fundraising process.

The cost for the internship is as follows:

\$400/semester for 3 days a week

\$250/semester for 2 days a week

\$125/semester for 1 day a week

\$500/summer semester for male interns attending Holy Aggression course. This price includes Holy Aggression and full-time internship costs.

Total prices include the cost of group/class times and materials, but do not include the cost of fundraising.

Time and Length of Internship:

Each internship runs 3 days a week for 3 months. Opportunities for college/seminary students needing internship hours are also available. Details can be worked out with the Intern Director.

**** See attached mock schedule for a typical internship week****

Outpost Ministries

Statement of Belief Regarding Homosexuality

We believe that all homosexual behavior is sin, and that all activities other than or short of intercourse are sin when the intent is erotic stimulation.

We believe that the scriptural admonition that "whosoever looks after a woman to lust after her has committed adultery in his heart" can be rightfully extended to cover all sexual sin and that homosexual fantasy and lusting are sin.

We believe that the homosexual identity is sinful. We regard the homosexual identity as a clever deception that often ensnares a person into homosexual behavior and fantasy. We further recognize that individuals assume a homosexual identity based on homosexual behavior and fantasy. Regardless of how the identity is assumed, it remains sinful for the Christian to continue on seeing himself as such. This is against obvious scriptural admonitions to agree with God and see him or herself as a new creature.

We recognize that homosexual identities are based on feelings; the individual must make a conscious decision to relinquish not only his homosexual behavior, fantasy and lusting to God, but also his identity. We believe that in time, with constant yielding to God in these areas, there will be a cleansing and renewing in the area of sexual response and feelings.

We believe that Christians who have had struggles with homosexual sin can expect the same freedom and victory over that sin just as Christians have over other sins. We also believe that temptation is a normal experience for any Christian and that believers who have been freed from homosexual sin can expect to be tempted occasionally.

We believe that there is a difference between temptation and experience, temptation and lusting and temptation and fantasy. We believe that temptation is not sin but that yielding to temptation is sin.

We believe that the homosexual lifestyle would rightly be called the "unfruitful works of darkness" and that believers are admonished not to have such fellowship.

We believe that homosexual sin is not a special sin. The scriptural remedies of confession, repentance and faith in the shed blood of the Lord Jesus Christ are sufficient to cover any homosexual sin.

We believe that God regards homosexual sin as an abomination but that He also regards all sin as such. We believe that God loves the sinner and sent His Son for the purpose of redeeming him from sin.

We believe that there are three biblical options regarding sexuality that are possible for the individual who has had homosexual struggles. These are: abstinence (which would be described as refraining from sexual experience for a period of time), celibacy (which would be described as a commitment to a lifetime or a lengthy period of sexual abstinence, generally for the purpose of service to God), and heterosexual union within the confines of marriage.

We recognize that most believers would experience a time of abstinence while the process of sanctification and regeneration was in its initial stages. We would expect that eventually they would choose between one of

the other two options, with the likelihood of either choice being dependent of the call of God rather than by the relationship to past homosexual sin or identity.

We believe that there are certain mannerisms, occupations, hobbies, attire or physical attributes which are often called homosexual while there is nothing inherently sexual about them at all. With regard to these areas, there are no absolutes to follow in identifying them as sinful or non-sinful. Each area would need to be examined for motive to determine whether it is sinful or not.

We believe that the regeneration process begins with the confession and repentance of homosexual sin, then continues in the daily obedience to Christ in all areas of one's life. As the believer pursues a life of consecration, he will also participate in fellowship of the Body of Christ, studying the Word of God and applying its principles to his/her own life and communication with God in prayer and praise.

We do not believe that heterosexual feelings will be an automatic outcome of obedience in these other areas. Rather, as the Holy Spirit brings about the renewal of the mind and emotions, there will be freedom from fear, rejection, bitterness and other counter-productive and sinful attitudes which will allow the individual to begin making decisions for many types of relationships from a position of strength rather than one of weakness. He/she will be freed from the necessity of beginning relationships based on fear of being alone and unloved because he/she will be aware of the love of Christ and God the Father upholding him/her in all he/she does.

We believe that men and women are created heterosexual but that sin and the fallen world have distorted all sexuality. We believe that freedom from homosexuality includes acknowledgment of the created order being heterosexual. We further believe that heterosexuality as it is generally experienced is also tainted by sin and the fallen world. Regeneration is equally necessary for those who have never experienced homosexual struggles.

Regarding the role of the Church, we believe that a ministry such as OUTPOST, dealing with a particular area of sin, should have never needed to exist. While this ministry operates as an extension of the Church, it should never take the place of the Church. It should do all it can to educate the Church to its responsibility in this area of need and point believers to active participation in a local body.

We believe that the kind of healing God intends for all believers happens only within the context of the Body of Christ. Ministries such as OUTPOST only simulate what should be taking place in the mainstream of the Church.

We believe that the Church has often suffered from an inability and fear to minister in the area of sexual needs of all kinds and that continuing in such attitudes of fear, rejection and hatred are counter-productive and sinful. In not ministering in such difficult areas of need, the Church is missing the mark in facilitating the spiritual growth of believers and offering redemption and mercy to the non-believing world.

We believe that the Body of Christ has a call and a responsibility to "preach the Gospel to every creature" and that they have a responsibility to reach out to those ensnared in homosexual sin for that reason.

Outpost Ministries

Doctrinal Statement

We believe that there is one living and true God, who has revealed Himself in three persons as Father, Son, and Holy Spirit.

We believe that God the Father is the Creator and preserver of all things.

We believe that Jesus Christ, eternal God, was conceived by the Holy Spirit and born a human being of the Virgin Mary. He lived a sinless life, died for the sins of all mankind, rose bodily from the dead, ascended to heaven, and will visibly return to earth again.

We believe that the Holy Spirit, true God, came forth from the Father and the Son, to convict, convert, and sanctify. He indwells every believer, makes available to them the fruits of the Spirit for Christian living, and the gifts of the Spirit for service.

We believe the Bible, consisting of the original manuscripts of the Old and New Testaments, is the Word of God, without error, written through the inspiration of the Holy Spirit.

We believe that mankind was created in the image of God, rightly related to God, but that when Adam sinned he brought separation between God and the whole human race. Since then all people are born in sin and come under God's condemnation, until regenerated by the Holy Spirit. We believe a person is justified by God's grace because of the blood of Christ, through faith, without any consideration of works or merit on our part.

We believe that the dead will be resurrected; believers will be raised to eternal life, and unbelievers to eternal separation from God in hell.

We believe that the devil is a created spiritual being, who rebelled against God, and is the source of suffering, sin, and evil. He exercises authority in the world, but his power reaches only as far as God allows it: Satan, along with his angels, shall ultimately be cast into eternal hell.

We believe that the church is the Body of Christ, with Jesus as its head, made up of all those who are true believers. We believe it is the task of the church to evangelize the world and reconcile it to God, through the power and gifts of the Holy Spirit.



Dear Applicant,

Thank you for your interest in the *Encountering Jesus* Young Adult Internship at Outpost Ministries. We are very excited to meet you and learn about the ways God has been moving in your life.

Jesus loves to minister to weak, broken people. He is equally passionate about equipping His people to partner with Him in this work. In the Scriptures, we see that Jesus' model for raising up future leaders was much like that of an internship. Jesus' disciples spent extended periods of time under His apprenticeship—they learned by being and doing with the Master. So, one of the purposes of the internship is to help you draw closer to Jesus and experience His healing. The other is to encourage you as a leader, operating from a deep passion for Jesus.

The application has six parts. We require that you send in **all six parts together in one packet.**

The application process includes:

1. Personal Application Form
2. Pastoral Reference Form
3. Personal Reference Form
4. Personal Written Testimony
5. Recent Photograph
6. \$35 Non-refundable application fee. Make check payable to Outpost, Inc.

Send the complete application (all six parts) in one packet to:

Outpost Ministries
Attn: Internship
P. O. Box 22429
Robbinsdale, MN 55422

Upon receiving your complete application, we will contact you within ten business days to schedule a phone interview with you. At that time we will discuss your options regarding the costs of the internship. You may choose to pay the fees in full; be set up on a payment plan; or you may choose to fundraise to pay for your internship.

We will contact you within ten business days after the interview to inform you of your acceptance into the *Encountering Jesus* Young Adult Internship.

Thank you again for your interest.

May God bless you as you seek to remain obedient to His call on your life.



Brad Baar
Internship Director
CFO



Encountering Jesus Young Adult Internship Applicant Questionnaire

Name _____

Current Address _____

City _____ State _____ ZIP _____

E-mail _____ Telephone _____

Birthday (m/d/y) _____ Social Security # _____

Internship Session Applying for: Fall Winter Summer
(If you are intending on a year, circle one to indicate in which session you will start.)

Please note that all information contained in this application will be kept confidential.

All responses are to help us learn more about you and the issues you face. A struggle or problem in any particular area may not disqualify you from participation in the internship.

Please print very clearly. Illegible applications will not be processed. If necessary, you may type out your responses; simply indicate the question's number.

PERSONAL AND FAMILY INFORMATION

1. Father (or guardian) _____ living deceased
Address _____ phone _____
City _____ State _____ ZIP _____
2. Mother (or guardian) _____ living deceased
Address _____ phone _____
City _____ State _____ ZIP _____
3. Parents' (or guardians') marital status: never married engaged married separated divorced
4. Your marital status: never married engaged married separated divorced
5. Have you read Outpost's *Doctrinal Statement* and *Statement of Belief Regarding Homosexuality*?
 Yes No
6. Do you agree with the statements in Outpost's *Doctrinal Statement* and *Statement of Belief Regarding Homosexuality*? Yes No. Explain _____

7. Is your family aware of your interest in the *Encountering Jesus* Young Adult Internship?
 Yes No. Explain _____

8. If you answered "no" to #7 above, will you be informing them of your intentions?
 Yes No. Explain _____

9. Is your family supportive of your interest in participating in the internship at Outpost?
Yes No. Explain _____

HEALTH AND PSYCHOLOGICAL INFORMATION

10. Please indicate if you have had any occurrences (mild to severe) of the following:

<input type="checkbox"/> ADD/ ADHD	<input type="checkbox"/> Drug abuse (including prescription drugs)
<input type="checkbox"/> Alcohol abuse/addiction	<input type="checkbox"/> Eating disorders (bulimia, anorexia, diet-obsessive)
<input type="checkbox"/> Allergies (type:_____)	<input type="checkbox"/> Insomnia (or other sleeping disorders)
<input type="checkbox"/> Asthma	<input type="checkbox"/> Mild depression
<input type="checkbox"/> Chronic depression	<input type="checkbox"/> On-going medication (type:_____)
<input type="checkbox"/> Chronic Fatigue Syndrome	<input type="checkbox"/> Seizures
<input type="checkbox"/> Chronic Pain	<input type="checkbox"/> Other: _____
<input type="checkbox"/> Diabetes	

11. Do you carry a sexually transmitted disease or any other type of sexually transmitted infection?
Yes No. Explain _____

12. Do you have any physical disability or condition that requires special care? Or, do you have any other health issue of which we should be aware of?
Yes No. Explain _____

13. Do you have health insurance?
Yes No. Explain _____

14. Have you ever sought help for psychological problems ? Yes No. Counselor/Therapist Name:
_____ duration: _____
Organization: _____
Outcome or diagnosis: _____

15. Have you ever attempted or considered suicide?
Yes No. Explain _____

16. Are you, or have you ever been, on medication related to psychological problems?
Yes No. Explain _____

17. Have you ever participated in any inner healing ministry program, such as Living Waters, S.A.L.T., Pastoral Care Ministries (Leanne Payne)?
Yes No. Explain _____

18. Do you struggle with any of the following? (A struggle in these areas is not a disqualification from the internship.)
- | | | |
|---|---|---|
| <input type="checkbox"/> Anger | <input type="checkbox"/> Fear | <input type="checkbox"/> Pornography |
| <input type="checkbox"/> Asexuality | <input type="checkbox"/> Gender confusion | <input type="checkbox"/> Purposelessness |
| <input type="checkbox"/> Co-dependency (need to be needed) | <input type="checkbox"/> Homosexuality | <input type="checkbox"/> Same-sex attractions |
| <input type="checkbox"/> Cross-dressing | <input type="checkbox"/> Intersex | <input type="checkbox"/> Sexual addiction |
| <input type="checkbox"/> Disconnectedness | <input type="checkbox"/> Lack of passion | <input type="checkbox"/> Sexual promiscuity |
| <input type="checkbox"/> Drug/Alcohol dependence | <input type="checkbox"/> Loneliness | <input type="checkbox"/> Transgender |
| <input type="checkbox"/> Emotional Dependency (inordinately strong attachment to another) | <input type="checkbox"/> Masturbation | <input type="checkbox"/> Voyeurism |
| <input type="checkbox"/> Exhibitionism | <input type="checkbox"/> Obsessive thoughts | <input type="checkbox"/> Other: _____ |

19. Please see the enclosed sheet regarding non-Christian spiritual participation.

EDUCATIONAL AND OCCUPATIONAL INFORMATION

20. Please list high school and post-high school attendances (include name, city, state, dates, degrees).

21. Please list two previous places of employment, if any (include company, city, state, dates, job title, and duties).

22. Do you have a criminal record?

Yes No. Explain _____

23. Please comment briefly on your work experience. Mention such things as relationships with supervisors or co-workers, enjoyment of tasks, etc.

MINISTRY AND CHURCH EXPERIENCE

24. Are you currently involved in a local church?

Yes No. Explain _____

25. Please list your previous church involvements (include church name, city, state, dates attended, pastor name, denomination).

26. Please describe any ministry training and involvement (youth group leader, missions work, service, worship team, etc).

27. What do you consider your natural gifts and talents?

28. What do you consider your spiritual gifts (see Romans 12 and Ephesians 4)?

29. What do you consider your weaknesses?

30. Please list any special trades or skills you have.

31. Please list some of your hobbies, interests and additional skills.

32. Please assess yourself in the following areas:

	uncertain or unobserved	weak	poor	good	fair	very good	outstanding
Spiritual maturity	<input type="checkbox"/>						
Devotion to Christ	<input type="checkbox"/>						
Integrity & honesty	<input type="checkbox"/>						
Openness to correction	<input type="checkbox"/>						
Self-discipline	<input type="checkbox"/>						
Willingness to serve	<input type="checkbox"/>						
Team-work	<input type="checkbox"/>						
Communication skills	<input type="checkbox"/>						
Courtesy	<input type="checkbox"/>						
Leadership skills	<input type="checkbox"/>						
Reliability	<input type="checkbox"/>						
Teachability	<input type="checkbox"/>						
Emotional stability	<input type="checkbox"/>						
Physical health	<input type="checkbox"/>						
Family life	<input type="checkbox"/>						

Comment on any of the above:

INTERNSHIP INFORMATION

33. What led you to consider the *Encountering Jesus* Young Adult Internship at Outpost Ministries?

34. What aspect of the internship you are most interested in?

35. Interns spend three or more hours a day in prayer. What is your experience with prayer?

36. Part of our time in prayer is spent singing the Word together. What is your experience singing?

37. Do you have other musical talents?

38. The full-time internship is 25.5-35 hours per week. The part-time internship is 8-25 hours per week. Do you see difficulty with this?

Yes No. Explain _____

39. Outpost does not provide housing. Do you have plans for a living situation?

Yes No. Explain _____

40. Outpost does not provide transportation. Do you plan on having a car?

Yes No. Explain _____

41. The internship is unpaid; full-time interns may raise their own support for tuition, living expenses, entertainment, transportation, etc. How will you support yourself?

- Family financial support Part-time job
Fundraising Work off hours at Outpost
Other _____

42. Do you have any on-going debt?

Yes No. Explain _____

43. The interns spend considerable amounts of time together. As a result, you may develop a strong, but unhealthy attachment to one of your fellow interns. The internship is not a place to meet your new best friend. Do you understand and agree with this statement?

Yes No. Explain _____

44. Outpost will make every effort to welcome you and help in the adjustment to a new environment. However, it is important that you become involved in the local community. While our staff is close, the majority of our fellowship takes place during the workweek. Apart from the office, we have our families and friends. Please know that the Outpost staff and interns will not be the only source of social interaction and community.

Do you understand and agree with this statement?

Yes No. Explain _____

45. Is there anything else not specifically covered in this application or in your testimony that the Admissions Committee should be aware of?

PERSONAL TESTIMONY

On one to three typed sheets please share your testimony.

Please include information on

- your sexual history
- your religious, church or spiritual history
- your family history, including incidence of abuse, alcoholism, sex addictions, homosexual behavior, etc.
- your family relationships including parents and siblings
- your Christian experience (salvation, denomination, etc.)
- current and past struggles
- life-changing incidents
- anything else that would help us best understand who you are

Please, give the exact nature of your struggles and sexual history but do not include unnecessary or overly graphic information. Also, please use proper grammar and correct spelling.

FINISHING THE APPLICATION PROCESS

Once Outpost has received your complete application, the process will continue with:

- Personal interview, either in person or over the phone.
- A formal acceptance letter to you, indicating your start date.
- Your acknowledgement of acceptance and intent to start the Internship.
- Review of the financial aspect.



***Encountering Jesus* Young Adult Internship Pastoral Reference**

To be completed by Applicant

Name _____

Internship Session Applying for: Fall Spring Summer

Primary Telephone _____ E-mail _____

To the applicant:

You may waive your right to see this character reference with the understanding that none of the information within will be disclosed to you. Check the box below indicating your wishes. This will in no way affect the decision of the Admissions Committee. Please note that a failure to indicate a choice is the same as checking the "I waive" box.

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

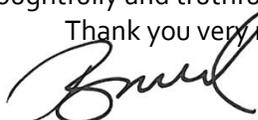
Dear Pastor of Applicant,

Your congregant is applying for an internship with Outpost Ministries. For over thirty years, Outpost Ministries has been helping men and women find freedom in Christ from sexual and relational struggles.

Jesus loves to minister to weak, broken people. He is equally passionate about equipping His people to partner with Him in this work. In the Scriptures, we see that Jesus' model for raising up future leaders was much like that of an internship. Jesus' disciples spent extended periods of time under His apprenticeship—they learned by being and doing with the Master. So, one of the purposes of the internship is to help the applicant draw closer to Jesus and experience His healing. The other is to encourage the applicant as a leader, operating from a deep passion for Jesus.

The applicant has felt the call of God on his/her life and is seeking to stay obedient. In response he/she is considering the *Encountering Jesus* Young Adult Internship with Outpost Ministries. By giving you this form, the applicant indicates the positive impact you have had on his life. We esteem your comments highly and the application process cannot move forward without your input. Please fill out the enclosed forms carefully, thoughtfully and truthfully. When complete, return it to the applicant in a sealed envelope.

Thank you very much,



Brad Baar
Internship Director
CFO

Your name: _____ Position: _____

Church: _____

Address: _____

City: _____ State: _____ ZIP: _____

E-mail: _____ Telephone: _____

1. Have you known the applicant for at least five (5) years?
Yes No How long? _____
2. How well do you know the applicant?
Very Well Fairly Well Casually By name or sight
3. Are you, as the applicant's pastor, supportive of his/her desire to participate in the internship program at Outpost?
Yes No Explain _____
-

4. Please assess the applicant's level of involvement in your church.
- | | |
|---------------------------------------|---|
| <input type="checkbox"/> Cooperative | <input type="checkbox"/> Involved |
| <input type="checkbox"/> Distant | <input type="checkbox"/> Irregular attendance |
| <input type="checkbox"/> Enthusiastic | <input type="checkbox"/> Regular attendance |
| <input type="checkbox"/> Interested | <input type="checkbox"/> Willing to help |
| <input type="checkbox"/> Other _____ | |

5. Has the applicant served your congregation in any capacity?
Yes No Explain _____
-

6. What are the strengths and spiritual gifts (according to Romans 12 and Ephesians 4) of the applicant according to your observations?
-
-
-

7. What is your assessment of the applicant's weaknesses and struggles?
-
-
-

8. What is the applicant's relationship with his/her peers like?
-
-
-

9. Are there any complex family or relational factors which might affect the applicant's internship experience?
Yes No Explain _____
-
-
-

10. How would you describe the applicant's Christian experience?

- Brave
- Confident
- Feelings-oriented
- Impatient
- Legalistic
- Other _____
- Mature
- Needs guidance
- New believer
- Patient
- Timid

11. Please check any of the following that you feel may be motivating the applicant to the *Encountering Jesus* Young Adult Internship?

- Christian service
- Desire to help others
- Get away from unpleasant circumstances
- Personal growth
- Other _____
- Receive discipleship
- Selfish reasons
- Travel
- Wants to be "fixed"

12. Please try to assess the following based on your knowledge of the applicant.

	uncertain or unobserved	weak	poor	good	fair	very good	outstanding
Spiritual maturity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Devotion to Christ	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Integrity & honesty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Openness to correction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self-discipline	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Willingness to serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team-work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Courtesy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reliability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teachability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emotional stability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Family life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please comment on any of the above.

13. Interns spend a considerable amount of time together and the possibility of unhealthy emotional attachments can result. If possible, please comment on the applicant's friendships.



Encountering Jesus Young Adult Internship Personal Reference

To be completed by Applicant

Name _____

Internship Session Applying for: Fall Spring Summer

Primary Telephone _____ E-mail _____

To the applicant:

You may waive your right to see this character reference with the understanding that none of the information within will be disclosed to you. Check the box below indicating your wishes. This will in no way affect the decision of the Admissions Committee. Please note that a failure to indicate a choice is the same as checking the "I waive" box.

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

Dear Friend of Applicant,

Your friend is applying for an internship with Outpost Ministries. For over thirty years, Outpost Ministries has been helping men and women find freedom in Christ from sexual and relational issues.

Jesus loves to minister to weak, broken people. He is equally passionate about equipping His people to partner with Him in this work. In the Scriptures, we see that Jesus' model for raising up future leaders was much like that of an internship. Jesus' disciples spent extended periods of time under His apprenticeship—they learned by being and doing with the Master. So, one of the purposes of the internship is to help the applicant draw closer to Jesus and experience His healing. The other is to encourage the applicant as a leader, operating from a deep passion for Jesus.

Your friend has felt the call of God on his/her life and is seeking to stay obedient. In response he/she is considering the *Encountering Jesus* Young Adult Internship with Outpost Ministries. By giving you this form, the applicant indicates the positive impact you have had on his/her life. We esteem your comments highly and the application process cannot move forward without your input. Please fill out the enclosed forms carefully, thoughtfully and truthfully. When complete, return it to the applicant in a sealed envelope.

Thank you very much,

Brad Baar
Internship Director
CFO

Your name: _____ Relationship: _____

Church: _____

Address: _____

City: _____ State: _____ ZIP: _____

E-mail: _____ Telephone: _____

1. Have you known the applicant for at least five (5) years?
Yes No How long? _____
2. How well do you know the applicant?
Very Well Fairly Well Casually By name or sight
3. Are you, as the applicant's friend, supportive of his/her desire to participate in the internship program at Outpost?
Yes No Explain _____

4. Please assess the applicant's level of involvement in his/her church.
- | | |
|---------------------------------------|---|
| <input type="checkbox"/> Cooperative | <input type="checkbox"/> Involved |
| <input type="checkbox"/> Distant | <input type="checkbox"/> Irregular attendance |
| <input type="checkbox"/> Enthusiastic | <input type="checkbox"/> Regular attendance |
| <input type="checkbox"/> Interested | <input type="checkbox"/> Willing to help |
| <input type="checkbox"/> Other _____ | |

5. Has the applicant served his/her congregation in any capacity?
Yes No Explain _____

6. What are the strengths and spiritual gifts (according to Romans 12 and Ephesians 4) of the applicant according to your observations?

7. What is your assessment of the applicant's weaknesses and struggles?

8. What is the applicant's relationship with his/her peers like?

9. Are there any complex family or relational factors which might affect the applicant's internship experience?
Yes No Explain _____

10. How would you describe the applicant's Christian experience?

- Brave
- Confident
- Feelings-oriented
- Impatient
- Legalistic
- Other _____
- Mature
- Needs guidance
- New believer
- Patient
- Timid

11. Please check any of the following that you feel may be motivating the applicant to the *Encountering Jesus* Young Adult Internship?

- Christian service
- Desire to help others
- Get away from unpleasant circumstances
- Personal growth
- Other _____
- Receive discipleship
- Selfish reasons
- Travel
- Wants to be "fixed"

12. Please try to assess the following based on your knowledge of the applicant.

	uncertain or unobserved	weak	poor	good	fair	very good	outstanding
Spiritual maturity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Devotion to Christ	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Integrity & honesty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Openness to correction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self-discipline	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Willingness to serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team-work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Courtesy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reliability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teachability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emotional stability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Family life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please comment on any of the above.

13. Interns spend a considerable amount of time together and the possibility of unhealthy emotional attachments can result. If possible, please comment on the applicant's friendships.
