



## **Missionary Application**

Thank you for considering One by One International in Nicaragua as a way of serving the Lord! Our vision is to see God's Word active in hearts and God's hands active in communities. Our mission is to equip underprivileged children and youth to grow in their relationship with Christ and improve their quality of life through biblical discipleship, intellectual development, and vocational training. There are many facets of accomplishing our mission, and we hope that you will fit well into one or more of them!

Please know that we will be praying for you as you consider joining us. My hope for you if join our staff is that the ministry would be well served by your involvement *and* that your service would be a healthy part of your spiritual and home life. My desire is that we will get to know each other better so that together we can determine whether your working at One by One would be a mutual good fit. This application is just a piece of our relationship with you. Your answers to questions will not necessarily disqualify you from serving with us—we want to talk with you about what you write on these pages, and we want to know if you have questions about the application.

The following is an overview of the application process:

1. Completed Missionary Application, picture, and professional résumé
2. Pastoral, professional and personal references
3. Background check
4. Interviews with home office staff and Executive Director
5. One week visit to Nicaragua
6. Fund-raising training/orientation week

You may go ahead and give the reference forms to your three references (a necessary part of the application). Once you submit the application, picture and résumé, we'll let you know that we received them. We'll review them, and then we'll contact you to discuss them and/or schedule an interview. Thanks again for your interest and for taking the time to apply!

Katie Lozano  
Executive Director  
One by One International

## **Standards for Acceptance**

One by One International desires to recognize all those whom the Lord is leading toward cross-cultural ministry. At the same time we wish to maintain appropriate standards for personal, spiritual, educational, and health qualifications. The following is a list of general qualifications in four key areas. In the case of married couples, it is important to know that the preparedness of each person is considered as well as the couple together. Both must meet the qualifications to be accepted.

### **Personal**

- A passion to see people brought into God's kingdom
- Sensitivity to others and their needs
- Ability to adapt to new conditions and a new culture
- Spanish language competence
- Sense of humor and optimistic outlook (not required, but helpful!)

### **Spiritual**

- A life that clearly demonstrates Jesus Christ as Savior and Lord
- Belief that the Bible is God's Word and is our final authority in all matters of faith and conduct
- A working knowledge of the Bible's content and major doctrines
- Agreement with One by One's statement of faith, vision and Lifestyle Covenant ([www.obointernational.com/beliefs](http://www.obointernational.com/beliefs))
- Aspiration to exhibit character qualities consistent with those of elders and deacons (1 Timothy 3:1-7, Titus 1:5-9)

### **Educational**

- Level of education consistent with the anticipated focus of ministry
- Bible training, either formal or informal (church or personal study)

### **Health**

- Evidence of social, emotional and mental stability (standardized assessments given)
- General good health (doctor concurrence)

**Personal Information**

First Name Preferred Name Middle Name Last Name

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Gender Date of Birth Place of Birth Social Security #

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Country of Citizenship If naturalized, when and where?

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Marital Status (Single, Married, Widowed, Divorced, Remarried)

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Date of Marriage Name of spouse or fiancé

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Spouse's country of citizenship:

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Is your spouse also applying to work with One by One International?

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Do you have children? \_\_\_\_\_

If yes, please give the name(s) and date(s) of birth.

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If you are expecting a child, please give the approximate due date.

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Current Mailing Address City State Zip

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Phone Number Email Address

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Present Occupation (Describe your position, your place of work, and what you do):

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Do you and/or your family have any health issues that may affect your ability to do ministry or your ability to stay in Nicaragua? If so, explain.

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Do you have a passport? If so, what is the expiration date?

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Have you ever been convicted of a criminal offense (felony or misdemeanor, except for minor traffic violations)? You will need to answer “yes” if you have entered into a plea agreement, including a deferred sentence or deferred judgment arrangement, in connection with a criminal charge. You need not disclose criminal convictions that are contained in sealed or expunged records. Please provide any necessary explanations:

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## Financial Information and Commitment

Our missionaries fund-raise 100% of the cost of their personal expenses. It is important for us to know the extent of the financial commitments you would bring with you into your service.

What is the extent of your financial indebtedness, including credit cards and school loans? What are your plans to meet this obligation?

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A missionary is not merely taking a job, but is making a total commitment to both his or her spiritual and personal growth and that of the people they will be serving. Missionaries need to be free to wholeheartedly invest their lives in ministry in Nicaragua. For this reason, we ask that missionaries make an initial 36-month long commitment to One by One and be willing to relocate to Managua, Nicaragua. We expect your first year on staff will be a period of adjustment and formation, language learning, and culture acclimation.

We also ask that our missionaries sign a Lifestyle Covenant, indicating their agreement to live lives that are honoring to God. In order to be effectively prepared for mission work, all first-year missionaries must attend New Staff Fund-Raising Training and dedicate themselves to their personal fund-raising efforts.

Please indicate your agreement with each of the below statements by initialing to the left of each statement.

\_\_\_\_\_ I am willing to make an initial 36-month long commitment to serve as a One by One missionary.

\_\_\_\_\_ I am willing to relocate to Managua, Nicaragua.

\_\_\_\_\_ I have read and am willing to commit to the Lifestyle Covenant.

\_\_\_\_\_ I understand that any violation of One by One's Lifestyle Covenant can result in suspension or termination.

\_\_\_\_\_ I (and my spouse, if married) am/are able to attend New Staff Fund-raising Training. (Coordinate dates with One by One staff)

\_\_\_\_\_ I am willing to devote myself wholeheartedly to my personal fund-raising efforts, beginning after New Staff Fund-raising Training and continuing until I reach the minimum fund-raising goal. I understand that my failure to raise sufficient support in a reasonable amount of time may result in being disqualified to work with One by One.

\_\_\_\_\_ I understand that I will be responsible for raising the full amount of my salary while I work for One by One.

\_\_\_\_\_ I am willing to give up personal habits or attitudes which might be a stumbling block to fellow missionaries or national Christians, or which might lessen my influence as a missionary in certain situations.

\_\_\_\_\_ I understand that upon acceptance to work with One by One International, I must submit to its leadership over my involvement in ministry.

If you did not indicate your agreement with all of the statements above, please explain.

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**Local Church Information**

Church Name: \_\_\_\_\_

Church Denomination: \_\_\_\_\_

Name of Pastor: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip Code: \_\_\_\_\_

Telephone number: \_\_\_\_\_

Does your Pastor know of your intention to serve in mission? \_\_\_\_\_

Describe your participation in your local church: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Describe your involvement in other ministries: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What spiritual disciplines and practices do you engage in to maintain your spiritual life and vitality? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Explain your personal position about the use of alcoholic beverages, tobacco, and narcotics:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Education Summary**

Please list the degrees you have earned and the schools you have attended.

Degree earned: \_\_\_\_\_ Major/concentration: \_\_\_\_\_  
School: \_\_\_\_\_  
City, State, Country: \_\_\_\_\_  
Start and End Dates: \_\_\_\_\_  
Comments: \_\_\_\_\_

Degree earned: \_\_\_\_\_ Major/concentration: \_\_\_\_\_  
School: \_\_\_\_\_  
City, State, Country: \_\_\_\_\_  
Start and End Dates: \_\_\_\_\_  
Comments: \_\_\_\_\_

List any additional degrees, licenses, certifications or awards here:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Employment History**

List your previous employers, job titles, and employment dates, beginning with the most recent:

Company Name/Employer: \_\_\_\_\_  
Job Title: \_\_\_\_\_  
Address: \_\_\_\_\_  
City, State, Zip: \_\_\_\_\_  
Contact Name, Phone number: \_\_\_\_\_  
Job Description: \_\_\_\_\_  
Annual Salary: \_\_\_\_\_  
Started: \_\_\_\_\_ Finished: \_\_\_\_\_

Company Name/Employer: \_\_\_\_\_  
Job Title: \_\_\_\_\_  
Address: \_\_\_\_\_  
City, State, Zip: \_\_\_\_\_  
Contact Name, Phone number: \_\_\_\_\_  
Job Description: \_\_\_\_\_  
Annual Salary: \_\_\_\_\_  
Started: \_\_\_\_\_ Finished: \_\_\_\_\_



Company Name/Employer: \_\_\_\_\_

Job Title: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Contact Name, Phone number: \_\_\_\_\_

Job Description: \_\_\_\_\_

Annual Salary: \_\_\_\_\_

Started: \_\_\_\_\_ Finished: \_\_\_\_\_

List any volunteer service experience:

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## Skills, Talents and Gifts

We affirm that God gives us various skills, talents and gifts. Tell us about yourself by selecting those skills that describe you. Circle all that apply:

### Administrative/Financial

- Accounting/Bookkeeping
- Business/Financial Operations
- Clerical/Support Services
- Financial Analysis
- Fundraising
- Grant-writing
- Stewardship
- Tax preparation

### Communication/Public Relations

- Advertising
- Developing promotional material
- Marketing/sales
- Newsletters
- Public Speaking
- Social Media
- Storytelling
- Writing

### Computer

- Computer security
- Database development and/or administration
- Microsoft Office
- Network administration
- Programming
- ProPresenter
- Systems administration
- Web development

### Creative

- Acting
- Audio recording/mixing
- Dancing
- Graphic Design

- Music
- Video filming/editing

### Interpersonal

- Ability to healthily and helpfully confront others
- Accurately gauge others' emotions or body language
- Active listening
- Assertiveness
- Compassion
- Confidentiality
- Cooperative
- Cross-cultural sensitivity
- Dependability
- Effective interpersonal communication
- Patience
- Relating to people who are different from you
- Teachability

### Management

- Administration
- Decision-making
- Facilitate meetings
- Human Resources
- Humility
- Instructing
- Mediating
- Motivating others
- Negotiating
- Organizing
- Passion for training others
- Planning
- Problem solving
- Scheduling

### Medical

- Maternal/child health
- Nutrition
- Nursing
- Physical Therapy
- Psychosocial counseling

### Pastoral

- Chaplain
- Discipleship
- Evangelism
- Leading Bible studies
- Older Adult Programs
- Pastoral Counseling
- Preaching
- Program Administration
- Spiritual development
- Student/youth programs
- Teaching children

### Manual

- Automotive mechanics
- Carpentry
- Childcare
- Class C license
- Community development
- Construction/building /skill trades
- Cleaning
- Electrical
- Food preparation and service
- Building/grounds keeping
- Hospitality (for groups and delegates)
- Maintenance
- Plumbing

**Teaching**

- Bible Teaching/Training
- Christian Education
- Coaching (sports)
- Curriculum Development
- Literacy Education
- Special Education

- TESOL
- Tutoring
- Vocational/living skills

**Team Skills**

- Ability to compromise
- Adaptability

- Committee Coordination
- Flexibility
- Multi-tasking
- Regular, concise communication
- Time management
- Working on a team

Choose a few of these talents and describe how you have been able to incorporate them into ministry outreach.

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How do you plan to continue to grow in your skills and abilities?

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**Additional Questions:**

How did you hear about One by One International?

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What influences have motivated you to consider international involvement in the mission of the church?

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Have you had any international or cross-cultural experience? If yes, please explain:

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**Language Skills**

Aside from English, what languages do you speak, read, or write?  
(use this code: F=fluent, A=Adequate; M=minimum)

Language	Reading	Writing	Speaking
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Indicate below which position(s) for which you are applying:  
\_\_\_\_\_  
\_\_\_\_\_

Please explain why you are applying to work with One by One International:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

If accepted, when will you be ready to begin fund-raising? Explain the factors that will impact this date.  
\_\_\_\_\_  
\_\_\_\_\_

If accepted, what would be your desired move date (if you live outside of Managua)? Explain the factors that will impact this date.  
\_\_\_\_\_  
\_\_\_\_\_

In addition to the reward and benefits that may come through your life working in cross-cultural ministry, you may likely also experience some or all of the following difficulties:

- Enduring separation from loved ones
- Learning a new language
- Learning to live under different laws and systems
- Facing health hazards
- Living without modern conveniences
- Working in isolation
- Managing on a limited income
- Adjusting to different environments
- Frequent travel
- Assuming heavy personal and group responsibilities
- Submitting to decisions of the group and of leadership

In seeking missionary service, are you fully aware of such possibilities and prepared to meet them to the best of your ability?

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What are some of your expectations for your time of service?

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Have you served with or applied to any other mission organizations? If so, with whom and when?

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Please describe your short- and long-term goals including educational, professional, and personal.

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Rate yourself in the following: (Always, Frequently, Sometimes, Rarely, Never)

	Usually	Sometimes	Rarely	Never
I follow through with responsibility and commitment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am a leader to others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I follow peer leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have the ability to listen to opinions contrary to my own	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I exhibit responsible behavior including dependability and self-control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have a cooperative, friendly, and courteous disposition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have the ability to speak in front of an audience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My peers respect me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am organized and efficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have initiative and self-motivation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please rate yourself in the following areas:

Slow to Start	1	2	3	4	5	Industrious
Challenges Authority	1	2	3	4	5	Submissive
Selfish	1	2	3	4	5	Selfless
Extroverted	1	2	3	4	5	Introverted
Firm and Consistent	1	2	3	4	5	Flexible
Private	1	2	3	4	5	Open
Emotional	1	2	3	4	5	Logical

From the above, please discuss one strength and one area of needed improvement:

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List three weaknesses that you have:

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Have you ever had any problems in the following areas?

- Occult
- Drugs
- Sexual Sin
- Eating Disorder
- Financial Debt
- Stealing
- Psychological Issues/Depression

For any checked items above, please explain:

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Please tell us about your coming to faith in Christ and your life in discipleship:

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Describe an area of your life in which you have recently grown in your Christian faith. How did you see God at work in the process?

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Tell us about the last time you encouraged/assisted someone to grow in their relationship with Jesus and his Church. If you haven't, tell us about a time you shared a personal stance with someone who you weren't sure agreed with you:

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Describe an experience that you have had with a person or group from another race, religion, culture or country. What did you learn from that experience? What, if any, impact did that experience have on your life?

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Is there anything else you believe we should know or take into consideration about yourself?

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## References

Please list three references with complete addresses (no relatives). You may give the reference forms to each of your three references and have them e-mail the forms to [info@obointernational.com](mailto:info@obointernational.com). Your application will not be considered complete until we have received all three references.

### Pastoral Reference

Name: \_\_\_\_\_ Business: \_\_\_\_\_

Job Title: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Email: \_\_\_\_\_ Phone number: \_\_\_\_\_

### Professional Reference

Name: \_\_\_\_\_ Business: \_\_\_\_\_

Job Title: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Email: \_\_\_\_\_ Phone number: \_\_\_\_\_

### Personal Reference

Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Job Title: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Email: \_\_\_\_\_ Phone number: \_\_\_\_\_



One by One seeks to take precautionary measures to protect its staff members and the individuals with whom they work. Thus, we ask that applicants consent to the following statements:

I certify that all information provided in my One by One application is true and complete. I understand that any false information or omission may disqualify me from further consideration for employment and may result in my dismissal if discovered at a later date. I understand that all my information may be shared with the One by One International Administrative staff.

I authorize the investigation of any or all statements contained in this application. I also authorize, whether listed or not, any person, school, current employer, past employers, and organizations to provide relevant information and opinions that may be useful in making a hiring decision. I release such persons and organizations from any legal liability in making such statements. Additionally, I authorize One by One International, through its contractor, to conduct a background check on me.

I understand that if accepted to work with One by One International, I will be doing so as a volunteer. I will partner with a sending organization to raise funds to be able to partner with One by One in Nicaragua and I will not receive any payment directly from One by One for my time or services. I understand that if accepted, it is at the will of the One by One Executive Director and my service may be terminated at any time if deemed necessary by the Executive Director and/or the Board of Directors.

I have read, understand, and by signing my name below, consent to these.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Once completed and signed, please send an email attaching the scanned application, your resume, and a separate photo of yourself to [info@obointernational.com](mailto:info@obointernational.com).