



University of the Nations, Cambodia Battambang

Please return completed form to:

Attach Recent Photo Here

Email: uofnbattambang@yahoo.com
Mail: U of N
931 Pothivang
c/o Dr. Ouk Vitiea
Battambang
CAMBODIA

GENERAL APPLICATION for Staff Member of YWAM/UofN CAMBODIA

1. All parts of this application must be completed in detail. All portions (including reference forms) must be received in our Battambang office before we can consider you for service with YWAM/ U of N in Cambodia.
2. Registration fee of US\$ 20.00 (Can be paid upon arrival if you send your application by email)
3. A recent photo must be attached in the upper right corner.
4. In writing dates, please write out the month (e.g. 4 July 1980).
5. Please use additional pages, as needed, to answer fully.

I. GENERAL INFORMATION: (PLEASE TYPE OR PRINT CLEARLY)

(Mr.,Mrs.,Ms.) : _____
(last) (first) (middle)

Address : _____ Telephone : _____

City : _____ State : _____ Country : _____ Postal Code : _____

E- Mail Address: _____

Birth date : ___/ ___/ ___ Birth place : _____
City / State / Country

Sex : M ___ F ___ Spouse's Name : _____

Marital Status : _____ Date Status changed (except if single) : _____
(Status : Single, Engaged, Married, Widowed, Divorced, Separated)

List of children who will accompany you :

Name	Sex	Birth date	Birth place
_____	_____	_____	_____
_____	_____	_____	_____

Citizenship : _____ Nationality : _____

Passport No : _____ Place Issued : _____

Date Issued : _____ Date Expires : _____



University of the Nations, Cambodia

I. GENERAL INFORMATION:

Valid Drivers License No: _____ Type: _____

Social Security No: _____ Secondary ID No : _____

Person to notify in case of an emergency:

Name: _____ Relationship: _____

Address: _____ Telephone: _____

Date you can serve in Cambodia (from/to): _____

Languages you can speak (in decreasing order of fluency) : _____

Height: _____ Weight : _____ Blood type : _____

Home Church: _____ Pastor: _____

Address: _____ Telephone: _____

Confidential reference forms sent to (most recent or long-standing please) :

Name: _____
YWAM Base or School Leader

_____ Address

_____ Address

Name: _____
Pastor

_____ Address

_____ Address

Name: _____
Employer

_____ Address

_____ Address

II. VACCINATIONS

Listed below are the vaccinations which are required for work in Cambodia. Those with an asterisk (*) are not required but strongly recommended

1. Polio
2. Tetanus (within the last three years)
3. Typhoid (within the last five years)
4. Japanese Encephalitis (available in Cambodia)
5. DP (diphtheria, pertussis)
6. BCG (if not positive PPD.)
7. Measles, Mumps, Rubella (MMR)
8. Hepatitis A +B

III. HEALTH CHART

Personal History: Please answer all the questions below. Comment on all positive answers in the space on the back or on a separate sheet.

Have you ever had, or do you have now, any of the following?

	N	Y		N	Y
Skin conditions	_____	_____	Surgery	_____	_____
Eye Trouble	_____	_____	Appendectomy	_____	_____
Ear Trouble	_____	_____	Tonsillectomy	_____	_____
Head Injury	_____	_____	Hernia Repair	_____	_____
Recurrence headache	_____	_____	Other - specify	_____	_____
Epilepsy	_____	_____	Stomach/Duodenal Ulcer	_____	_____
Fainting Spells	_____	_____	Gall Bladder Problems	_____	_____
Mental/Nervous Disorder	_____	_____	Tuberculosis	_____	_____
Weakness	_____	_____	Jaundice	_____	_____
Paralysis	_____	_____	Intestinal Troubles	_____	_____
Insomnia	_____	_____	Hepatitis	_____	_____
Shortness of Breath	_____	_____	Recurrent Diarrhea	_____	_____
Hay Fever	_____	_____	Diabetes	_____	_____
Asthma	_____	_____	Kidney Disease	_____	_____
High Blood Pressure	_____	_____	Recurrent Urinary	_____	_____
			Infections	_____	_____
Low Blood Pressure	_____	_____	Anemia	_____	_____
Allergy to: Penicillin	_____	_____	Venereal Disease	_____	_____
Sulfonamides	_____	_____	Tumor/Cancer	_____	_____
Serum	_____	_____			
Foods-Specify	_____	_____	FEMALES ONLY:		
Heart Trouble	_____	_____	Irregular Periods	_____	_____
Rheumatism/Arthritis	_____	_____	Severe Cramps	_____	_____
Back Problems	_____	_____	Excessive Flow	_____	_____
Dislocation of Joints	_____	_____	Are You Pregnant?	_____	_____
Broken Bones	_____	_____	Previous Pregnancy?	_____	_____

Explanation: _____

Are you presently under a doctor's care for any condition? If yes, please explain:

If you are using any type of medication regularly, name the medication and explain the condition:

IV. EDUCATION/EXPERIENCE

List your skills &/or hobbies: Please be specific, i.e. typing (words per minute), knitting, sewing, gardening, musical abilities, carpentry, electrical, etc...

List High School/University/Trade Schools:

Name	Dates (from-to)	Academic Field	Degree/Cert.
_____	_____	_____	_____
_____	_____	_____	_____

YWAM Schools Completed/Job Experience (Most recent first):

School/Job	Title	Location	Date	Director's Name
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Employment History (Most recent)

	Employer	Location	Dates	Position
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____

VI. MINISTRY

What expectations do you have for your work in Cambodia?

What ministry gift would you be most fulfilled in? (i.e. evangelism, pastoral, administration, teaching)

In the space provided below, please write (clearly) the leading of God you have received to work in Cambodia:



University of the Nations, Cambodia
Battambang

YWAM BASE OR SCHOOL LEADER'S REFERENCE FORM

APPLICANT'S NAME (please print or type) _____

SCHOOL/DATE APPLICANT ATTENDED _____ / _____

The above named person is applying for a staff position with University of the Nations - Cambodia. We are requesting your candid response to the questions below along with any other input you may wish to provide us in assessing the applicant's suitability for service. As you respond please keep in mind that working in a somewhat isolated, cross-cultural situation is a difficult and challenging task that can be emotionally and physically stressful. Therefore, mature people who are able to maintain healthy relationships in a spiritually demanding setting are imperative. Thank you in advance for your assistance.

1. Does the applicant have the strength of character and maturity to minister cross-culturally while working in physically, spiritually and emotionally demanding conditions?

2. In your estimation, is the applicant properly motivated with an attitude of serving where most needed?

3. Do you have any question, reservations and/or cautions about the applicant's desire to serve in Cambodia?

4. Please rate the applicant's understanding of and commitment to the "basics" of YWAM as a mission. ** If Fair or Poor, please explain.

	Excellent	Good	Fair	Poor
Lordship of Christ	_____	_____	_____	_____
Priority of Relations with God	_____	_____	_____	_____
Humility/Openness	_____	_____	_____	_____
Accountability	_____	_____	_____	_____
Team ministry (as opposed to individual ministry)	_____	_____	_____	_____
Quality Interpersonal Relationships	_____	_____	_____	_____

Faith and Finances _____

Worship _____

Commitment to Prayer/ Intercession _____

5. Does the applicant need constant supervision or is he / she self-motivated?

6. How well do you think the applicant can maintain the balance of working independently while having a team approach to ministry?

7. What leadership or supervisory skills does the applicant have?

8. Has he / she held any positions of responsibility under your direction?

9. Please note both his/her strengths and weaknesses in character and action.

10. Does the applicant have a history of emotional instability or subsequent psychiatric treatment?

11. Has he/she had past involvement in eastern religions or other spiritual activities that might prove to be a point of stress while living in Cambodia?

12. Can he/she relate easily with or develop positive relationships with non-Christians?

SIGNATURE _____ DATE _____
Day / Month / Year

NAME (print or type) _____

POSITION _____ SCHOOL/MINISTRY LOCATION _____

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OR by post mail to: U of N
c/o Dr. Ouk Vitiea
931 Pothivang
Battambang
CAMBODIA



University of the Nations, Cambodia
Battambang

PASTOR'S CONFIDENTIAL REFERENCE FORM

APPLICANT'S NAME (please print or type) _____

The above named person has applied for service in Cambodia with University of the Nations (UofN). UofN is the training arm of Youth with a Mission (YWAM). Will you kindly aid us in judging the applicant's fitness for service by supplying the information requested in this form? We suggest that you answer only those questions about which you are reasonably certain. We shall appreciate an early response giving your candid appraisal of the applicant. It will be kept strictly confidential.

1. How long have you known the applicant? _____

2. Are you aware of the applicant's intention to serve with UofN/YWAM Cambodia? _____

3. Is the applicant faithful in attendance in the church? _____

a. How long has he / she attended your church? _____

b. Has he / she been faithful in responsibilities in your church? _____

4. Do you think a short-term / long-term missionary experience at this point would be helpful or unwise for the applicant? Please explain: _____

5. To help us understand your perspective of the applicant, would you desire the applicant to be on your church staff? If so, in what capacity do you think he/she would best function? If not, please explain: _____

6. Has he/she shown initiative in being involved in church outreach programs? _____

7. Has the applicant ever been the source of dissension disunity in the church?
____ Yes ____ No. If yes, was it a one-time occurrence or is it a continuing pattern?

8. What has been the applicant's most valuable contribution to the life of the church?

Is the applicant prejudiced towards any groups, races, or nationalities?

Yes No. If yes, please describe: _____

10. How does he/she cooperate when not in a leadership position? _____

11. If the applicant has leadership ability, in what areas does he/she do well?

Establishing rapport _____
Counseling _____
Evangelizing _____
Motivating _____
Personal discipline _____
Innovating _____
Working with adults _____
Leading others _____
Classroom teaching _____
Leading worship _____
Organizing _____
Supporting other leaders _____

12. If the applicant is married:

a. How would you describe the relationship of husband and wife?

Excellent Good Fair Poor No observation

b. How would you describe their relationship with their children?

Excellent Good Fair Poor No observation

13. Please give any other information you might want to share concerning the situation of the applicant. _____

14. Is there any indication that the applicant's decision to enter this service has been significantly influenced by: (If yes, please elaboration on the separate sheet of paper.)

a) a desire for travel or cultural development? Yes No

b) a desire to escape a difficult personal, family or vocational situation? Yes No

c) an emotional involvement with someone who is going to the field? Yes No

15. Is the applicant the kind of person you would be happy to have your church consider supporting financially? Yes No.

16. The congregation's response to the applicant as a potential missionary has been:

Enthusiastic Warm Indifferent Cool

17. As a pastor, if you feel it is right for the applicant to work with UofN/YWAM Cambodia ?
Do you have any specific pastoral counsel for us in helping the applicant to adjust to a new
ministry situation? _____

18. Are there any requests you would make of us as a mission regarding the applicant?

Thank you for your help.

SIGNATURE: _____ DATE: _____

NAME(please print or type): _____

POSITION: _____ NAME OF CHURCH : _____

ADDRESS : _____

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Or by post mail: U of N, c/o Dr. Ouk Vitiea, 931 Pothivang, Battambang,CAMBODIA



University of the Nations, Cambodia
Battambang

EMPLOYER'S CONFIDENTIAL REFERENCE FORM

(To be completed by present or last employer)

APPLICANT'S NAME _____
LAST
FIRST
MIDDLE

The above-named person has applied for missionary service with University of the Nations (U of N), which is part of Youth With A Mission (YWAM). Thank you for the time to complete this form and returning it to us at the address found below. As we often must accept new staff members without a personal interview, this comprehensive reference is very valuable to us. It will be kept confidential.

APPLICANT'S CHARACTER PROFILE:

	Superior	Above Average	Average	Below Average	Inferior
Initiative					
Social adaptability					
Concern for others					
Ability to follow					
Leadership					
Judgment					
Emotional stability					
Health					
Organizational ability					

Mental ability	<input type="checkbox"/> Quick to comprehend	<input type="checkbox"/> Average	<input type="checkbox"/> slow
Industry	<input type="checkbox"/> Hard worker	<input type="checkbox"/> Average	
	<input type="checkbox"/> Lacks persistence		
Reliability	<input type="checkbox"/> Meets obligations	<input type="checkbox"/> Average	
	<input type="checkbox"/> Lacks obligations		
Flexibility	<input type="checkbox"/> Open to change	<input type="checkbox"/> Average	
	<input type="checkbox"/> Unyielding		
Personal character	<input type="checkbox"/> Well-balanced	<input type="checkbox"/> Average	
	<input type="checkbox"/> Unstable		

Disposition	<input type="checkbox"/> Cheerful	<input type="checkbox"/> Average
	<input type="checkbox"/> Positive	
Punctuality	<input type="checkbox"/> Punctual	<input type="checkbox"/> Average
	<input type="checkbox"/> Often late	
<hr/>		
Financial responsibility	<input type="checkbox"/> Honors obligations	<input type="checkbox"/> Average
	<input type="checkbox"/> Neglectful	

1. How long have / did you work with the applicant? state approximate date.

From _____ To _____
(month / year) (month / year)

2. What are / were the duties of this applicant? _____

3. What exemplary characteristics describe this applicant? _____

4. If any difficulty in work, personality or character was displayed please describe. (Were there any areas of improvement?)

5. How would you describe the applicant's working relationship with supervisors and co-workers (and patients, if applicable)? _____

6. Do you feel the applicant completed his / her duties to the best of his / her abilities?

7. How does the applicant respond in a stressful situation? _____

8. Would you rehire this applicant? _____

YOUR NAME _____ DATE: _____
(please print or type)

SIGNATURE: _____

POSITION: _____

ADDRESS: _____

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HEALTH FORM
(To be completed by Physician)

APPLICANT'S / STAFF'S NAME: _____

Please be aware that the applicant/staff has the right to know the information that the employer (YWAM / U of N) obtains from the physician. Only information relevant to the working situation can be given to the employer and only the information that is necessary.

APPLICANT'S / STAFF'S AGREEMENT:

I agree to let the physician who performs my physical examination give my employer (YWAM / U of N) information about my health. Only information that is relevant and necessary for my future working situation shall be given.

Signature of Applicant: _____

1. PHYSICAL EXAMINATION

Height:..... Weight:..... (over-/underweight?)

BP:..... Pulse:.....

Blood Type:..... Rh Factor:.....

Heart:.....

Lungs:.....

Abdomen:.....

Neurological:.....

Skeletal system:.....

Eyes:.....

Ears:..... Hearing:.....

Skin:..... Lymph Nodes:.....

2. LABORATORY TESTS (please attach results)

- a. Complete blood count
- b. VDRL (syphilis)*
- c. HIV*
- d. Urine analysis
- e. Chest x-ray*

Over age of 40 years, the following in addition:

- f. Electrocardiogram
- g. FEMALES: Breast examination and PAP smear
- h. Tests for hyperlipidemia (cholesterol & triglycerides)

If coming from Asia or Africa only:

- l. Alfa-feto protein*

*Tests made with an asterix are requested only of new applicants.

3. FEEDBACK TO YWAM / U of N

In your opinion, is the applicant/staff physically and mentally able to work in Cambodia:

YES, without reservations

YES, but with the following reservations/under the following conditions:

.....
.....

NO, because the following reasons:

.....
.....

Are there any conditions in the applicant's/staff's health of which YWAM/UofN should be aware?

.....
.....

Name & address of physician:

.....
.....
.....

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Cambodia

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University of the Nations, Cambodia
Battambang

**U of N CAMBODIA
BASIC PHILOSOPHY OF MINISTRY**

Thank you for prayerfully considering involvement with YWAM / U of N Cambodia. We would like to take this opportunity to give you some understanding of our calling as a mission in Cambodia. The following serve as basic guidelines for our teams.

A. WE OPERATE AS A TEAM MINISTRY. We live together in smaller households, as families and as individuals. We have regular team meetings not only to facilitate communication and logistics, but for teaching, prayer, and spiritual nurture and accountability. Regular participation is expected. We believe that a spirit of accountability welcomes correction, encouragement, and openness in both our corporate and personal lives.

B. GOD HAS CALLED US AS A MISSION TO PRAY AND INTERCEDE FOR THE NATIONS. Each ministry team, whether short or long-term, participates in regular times of prayer together.

C. OUR MISSION FUNCTIONS UNDER AUTHORITY. In some cases, we work with the local government and therefore submit to their laws, policies, and guidelines. We also cooperate closely with various international agencies and communicate and coordinate accordingly. We affirm our need to be in submission to those whom we serve, those who serve us in the Lord, and those with whom we work as co-laborers.

D. OUR PRIORITY AS A MISSION IN CAMBODIA IS TO SERVE GOD, EACH OTHER, AND NON-BELIEVERS. We are dedicated to being relationship-oriented in our living and working together. Our individual relationship with God will affect the way we relate to both fellow staff and non-believers. We desire to minimize the need for structure and rules by leading lives of transparency, humility, open communication and keeping short accounts. People observe how we live and relate together and know we are Christians by our love for one another. We come from many nations, cultures and backgrounds, but our common purpose is to know God and make Him known. Therefore we recognize the importance of developing cultural sensitivity and discovering new ways of accomplishing our goals.

I have read the above and fully accept the guidelines under which we serve together.

Signature: Date:

Name (print):

**YWAM / U of N CAMBODIA
STATEMENT OF BURIAL**

We encourage each prospective staff member to consider seriously the possible consequences of missionary service. Although death is rare in service with Youth With A Mission / U of N, it is nevertheless a possibility.

YWAM/UofN endeavors to protect its staff on the field; however, for those serving in the developing world, it is important to consider the possibility of sickness or death from disease, accident, or other potentially life-threatening situations.

When death occurs in a developing nation, the death and disposition of the body are dealt with under the laws of that nation. Some countries require disposal of the body within 24 hours, while others adhere to the religious laws of that nation.

In the case of death, we recommend that burial occur locally rather than returning the body to the home nation. However, should the family desire repatriation of the body and that be possible under local laws and conditions, the family must cover the cost.

For those who see repatriation of the body as a high priority, we recommend you investigate various insurance schemes to cover this event.

I believe that God has called me into His service with Youth With A Mission/UofN and I feel I must follow Him in obedience.

I understand that accidents and sickness are possible wherever I may live and travel.

I agree that, in the case of my death while serving with Youth With A Mission/UofN, the disposition of my body may be decided at the location of death. If my family desires to have the body shipped home, and that be possible, I understand that they will need to pay for all expenses incurred.

I hereby absolve YWAM/UofN and its entire staff and associates from any responsibility for repatriation costs.

.....
Print full name

.....
Date

.....
Signature

**YWAM / U of N CAMBODIA
HOSTAGE SITUATIONS**

Service in Cambodia, like many other nations, presents the potential danger of staff members being taken hostage.

In principle, YWAM/UofN will not pay ransom to free staff members that are taken hostage.

Please sign below indicating that you have read the above statement and are willing to abide by this policy.

.....
Print full name

.....
Date

.....
Signature

STATEMENT OF ARMED PROTECTION

Cambodia is a nation which continues to experience armed conflict from time to time. This is a circumstance which all UofN staff must take into consideration.

UofN will take all reasonable precaution to ensure that its staff are not working in areas of conflict and danger. It is not possible; however, to guarantee complete safety from armed elements while living and/or traveling in Cambodia.

UofN will not expect its staff to remain in places where they fear for their safety to the point that they desire to leave, or to travel to or live in places where they would rather not go.

The Royal Government of Cambodia has on occasion wanted YWAM staff to travel with armed guards for their protection. After much consideration, YWAM and U of N International has decided that it is preferable to travel ***without*** armed protection from the Government and that we will as individuals accept responsibility for our own safety.

Please sign that you have read and agree to this policy.

.....
Print full name

.....
Date

.....
Signature

**U of N CAMBODIA
FINANCIAL STATEMENT**

I, _____, confirm that I am financially able to:

Purchase a round-trip ticket to and from Cambodia for myself and each member of my family or, upon arrival. Alternatively, I am willing to deposit funds sufficient for return airfare with the organization.

Bring with me or have promise of regular support in the amount of _____.

This will cover my commitment to serve in Cambodia for _____ months/years.

I also confirm that I have no outstanding debts for which I am responsible. (In the case of other debt, please give detail, including amount and repayment plan.)

SIGNATURE: DATE:

**U of N CAMBODIA
CHILD PROTECTION POLICY**

Since Child exploitation is such a big issue in Cambodia we have a Policy which you will read and sign during your orientation. Beforehand we would like to sign the following statement.

Declaration of Commitment/ Statement of no Criminal Conviction:

I have not been accused or convicted of any offence involving physical or sexual abuse.

SIGNATURE: _____ DATE: _____

HEALTH INSURANCE

U of N Cambodia requires foreign staff and volunteers to have overseas health insurance that includes coverage of medical evacuation.

I am insured with the following insurance company _____
Policy Name & Number _____

CONSENT FOR TREATMENT

In case of emergency, I hereby agree to the performance of such treatment, including anesthesia and surgery, as the attending doctor or physician may deem necessary.

SIGNATURE: _____ DATE: _____

RELEASE OF LIABILITY

I do hereby release University of the Nations Cambodia and Youth with a Mission, its staff, agents and volunteer assistants from any liability whatsoever arising out of any injury, damage or loss which may be sustained by myself or my family during the course of involvement with University of the Nations Cambodia.

SIGNATURE: _____ DATE: _____

PRINT FULL NAME: _____

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