

HARVEST TRAINING CENTER
APPLICATION



HARVEST BIBLE FELLOWSHIP · 1000 NORTH RANDALL ROAD · ELGIN, ILLINOIS 60123 · 847.222.9522

ADMISSIONS@HARVESTBIBLEFELLOWSHIP.US

INSTRUCTIONS

This is a self-managed application. Assemble the various components listed below into an application packet and then mail (or email) the completed packet to us. Do not send components individually; incomplete packets will not be processed.

1. **Fill out the application completely.** Type or print legibly. Some answers may require more than the allotted space; if so, use additional sheets of paper. Some questions may probe into areas that are uncomfortable for you. Be honest, transparent, and humble.
2. **Attach to the application a recent photo of yourself.**
3. **Request official transcripts from all Bible schools and/or seminaries attended.** This program requires thirty semester hours of biblical and theological studies, preferably at the graduate level. Have the requested transcripts sent to you. Include them, unopened, in your application packet.
4. **Include your resumé.**
5. **Submit references from each of the following:** (1) a pastor or elder at your current church; (2) someone who has served with you in ministry; (3) your wife, if applicable. Use the forms provided on our website. Have the references sent to you in a sealed envelope. Include them, unopened, in your application packet.
6. **Enclose two personal statements.** One will explain your conversion experience, and the other, your call to ministry. Each should be approximately one typed page.
7. **Enclose a sample sermon in either CD or DVD format.** It should represent your best, most recent work. If your sermon is posted online, just send us the link.
8. **Take and/or be prepared to give your DiSC personality profile test score.** The application asks for your four-digit score on the DiSC personality profile. If you have never taken the DiSC profile, you can take the test online or order a copy at www.discprofile.com.
9. **Submit your package prior to April 1.** This is the application deadline for those desiring admission in the fall. Space is limited; applicants are encouraged to submit their packet as early as possible.

When we receive your packet, it will be reviewed by the leadership of Harvest Bible Fellowship. You will be notified within one month as to whether you may proceed to the next step (a series of phone interviews).

NOTE: Should your plans change and you would wish to remove your application from consideration, please notify us as soon as possible.

For more information about the Harvest Training Center, read the *HTC FAQs* on our website. For more information on Harvest Bible Fellowship, visit us on the web: www.harvestbiblefellowship.org.

Do you have any special circumstances in your family that could create hardships during your residence in this program, such as chronic illness, pregnancy, or a special needs child? Explain.

CHARACTER

How would you assess your own character in light of the qualifications for pastors and elders in 1 Timothy 3:1-7 and Titus 1:5-9? What are your strengths? Weaknesses? If married, would your wife agree with your assessment? Use a separate sheet, if necessary.

If married, how would you assess your wife's character in light of 1 Timothy 3:11 and Titus 2:3-5? What are her strengths? Weaknesses? Would she agree with your assessment?

Have you or your wife ever had counseling (other than premarital counseling)? Explain.

Is there anything in your life—past or present—that could compromise your ability to lead a church effectively?

Have you ever experienced addictive behavior to: food; drugs; pornography; gambling; alcohol; etc. If so, describe the situation and explain your current circumstances regarding it.

Have you ever been under formal church discipline? What about your spouse or children? Explain.

Have you ever been convicted of a crime other than traffic violations? Yes No If yes, please explain the circumstances on a separate sheet, including the nature of the offense, date of conviction, any sentence imposed, any time served, etc.

If admitted to the program, are you willing to be humble and transparent, so that others can hold you accountable for spiritual growth and change? Yes No

PERSONAL INSIGHT

What leisure activities do you enjoy?

Give the titles of the last two books you have read on ministry, and the last two of general interest. To what magazines do you subscribe?

How much television or leisure screen time do you normally view in a day? (Include in this total time spent playing video games, computer games or surfing the internet.) What are your favorite programs? Games? Sites?

Do you have relationships with non-believers? If so, describe them.

When did you last lead someone to Christ? How often do you share the Gospel with others?

Would you say your home is "given to hospitality"?

Describe your spiritual disciplines. How much time per week do you typically spend in Bible study and prayer?

PERSONALITY PROFILE

Record the four-digit score of your DiSC personality profile. If you have never taken the DiSC profile, you can take the test online or order a copy at www.discprofile.com. Choose the Classic version; no supplements are necessary. Note: *We are not looking for a specific type of personality.* This is only a means of getting to know you better.

D	i	S	C

The classic pattern is: _____ . Do you agree with their assessment? _____

CHURCH MEMBERSHIP

Name of Church _____ Senior Pastor _____

Address _____ City, State, ZIP _____

Phone () _____ Website _____

Denominational Affiliation _____

How long have you attended this church? _____ Are you currently a member? Yes No

What has been the extent of your involvement in the ministry of this church?

Does your senior pastor know that you are pursuing this opportunity with Harvest Bible Fellowship? Do you have his support? If not, please explain. (**Note:** *If you are the senior pastor, do you have the support of your elder board chairman?*)

MINISTRY

- ✓ On a separate sheet, describe your call to ministry. Briefly summarize the extent of your church involvement, listing ministries in which you have been active and experiences you have had.

How has your church affirmed your sense of call and your fitness for ministry? Have you been ordained? If so, by whom and when?

What would you say are your spiritual gifts or ministry strengths? How have these been confirmed?

What, if any, are areas of weakness in your present ministry?

Have you ever participated in a short- or long-term missions trip? Where? Do you regularly support missions and/or Christian parachurch ministries? Which ones?

PREACHING

Articulate briefly your philosophy of preaching: _____

Who is your favorite preacher? Who else has had a significant influence on your own preaching? _____

Enclose a sample sermon in either CD or DVD format. It should represent your best, most recent work. Alternatively, if your sermon is posted online, just send us the link.

Please check one of the following: I have enclosed a sample sermon.

Visit the following website: _____

Text? _____ Theme? _____

Does your message address a specific need or special occasion? Explain. _____

LEADERSHIP

What leadership roles have you had within the church? Outside the church? _____

On a separate page, please articulate briefly your philosophy of leadership. Share a situation where you led or influenced a group in a positive direction. Explain the situation, the steps you took to address the situation, and the outcome.

BELIEF AND PRACTICE

Are you in enthusiastic agreement with the Harvest statement of faith (attached)? Are there any points that you would not be able to preach with equal passion and vigor? Explain.

Are you in enthusiastic agreement with the Harvest philosophy of ministry as delineated in the Four Pillars and the Worship/Walk/Work paradigm of discipleship? Are there any points of disagreement? Explain.

EDUCATION

List all schools attended above high school. Request official transcripts from all Bible schools and/or seminaries attended. Have the transcripts sent to you. Then forward them to us, unopened, as part of your application packet.

SCHOOL

DEGREE

MAJOR

YEAR

Which of these programs included at least thirty semester hours of Bible and theology? Have you had other training or experiences that should be taken into account?

Who was your favorite professor? Why? _____

EMPLOYMENT EXPERIENCE

If currently employed, indicate position _____ Company _____

Type of business _____ How long? _____

What other business and/or military experience have you had?

Have you ever been dismissed from a position? Yes No. If so, attach an explanation.

FINANCIAL MATTERS

Each resident receives from the Harvest Bible Fellowship a monthly stipend of \$2,500. We also provide an apartment for the resident and his family, which is valued at about \$1,000 per month (utilities are the responsibility of the resident). We do not provide health insurance. Residents desiring coverage must extend their current plan through COBRA or else obtain a private plan. We can assist you in finding an affordable plan. The resident also bears the cost of moving to Chicago, with the core group covering their move at the end of the program. Other costs may include a laptop, Bible software and books, if the resident does not already possess them. Salaries will be determined at the end of the program, and can vary widely, based on the size of the core group, the amount of financial resources it has, and the cost of living in the target area.

Do you have a household budget? Are you able to live within your monthly income? Explain.

Do you have any debt that might impede your ability to finish the program? Explain.

Will your spouse need to work outside of the home to make ends meet? Explain.

We expect each resident to raise \$7,000 of his own support (HBF commits to raising the rest). Do you anticipate any problems here? Explain.

REFERENCES

Submit three reference forms. One reference must be a pastor or elder at your current church. Another must be someone who has served with you in ministry, whether in a vocational or volunteer capacity. The third is to be completed by your spouse, if applicable.

PROGRAM REQUIREMENTS

Harvest Training Center Residency is a challenging program, requiring occasional travel and intensive engagement, focus, and diligence from participants. Are you confident before our Lord that you have the physical stamina, motivation and commitment to rigorous study and the desire for positive growth in character and ministry skills necessary to complete the curriculum? Yes No

Are you in complete agreement with Harvest's Statement of Faith (attached), as well as our positions on certain debated issues (see *Principles of Doctrine, Government and Practice* at www.harvestbiblefellowship.org). Yes No. Explain any points of disagreement on a separate sheet.

Do you agree to abide by the behavioral standards of the Harvest Training Center (attached)? Yes No

Completing the Training Center program is not a guarantee of placement as a church planter. Do you agree to submit to the judgment of the Harvest Bible Fellowship concerning your fitness for placement as a Harvest church planter? Yes No

Harvest Training Center reserves the right to dismiss a resident who, in its judgment, does not conform to the doctrinal beliefs or behavioral standards of the school.

Applicant's Signature

Date

HARVEST BIBLE CHAPEL

STATEMENT OF FAITH

God We believe in the only true God (John 17:3), the Father, the Son and the Holy Spirit (Matthew 28:19-20). He created all things (Revelation 4:11) and upholds all things by the Word of His power (Hebrews 1:3). In Him we live and move and have our being (Acts 17:28). He is a God of truth and without iniquity, He is just and right (Deuteronomy 32:4) and He shall judge the world (Psalm 9:8).

We believe that the Godhead eternally exists in three persons: the Father, the Son and the Holy Spirit. These three are one God, having precisely the same nature, attributes and perfections, and are worthy of precisely the same homage, confidence and obedience (Mark 12:29; John 1:1-4; Matthew 28:19-20; Acts 4:3-4).

Jesus Christ We believe in the total deity of the Lord Jesus Christ. We believe He is the manifestation of God in the flesh. We believe He was conceived by the Holy Spirit and born of the virgin Mary. We believe Him to be true God and true man (John 1:1, 1:14, 1:18; John 14:8-9; 1 Timothy 3:16).

Holy Spirit We believe in the total deity of the Holy Spirit and that His ministry is to glorify the Lord Jesus Christ (John 16:14).

The Holy Spirit regenerates the sinner upon belief in Christ, baptizing the believer into one body of which Christ is the head. The Holy Spirit indwells, guides, instructs, fills, comforts and empowers the believer for godly living (Mark 13:11; John 14:26; John 16:13; Romans 5:5; 1 Corinthians 3:16). The Holy Spirit convicts the world of sin, of God's righteousness and of coming judgment (John 16:8-11).

While we believe that the Scriptures do not teach that certain gifts have ceased, they indicate that use of the gifts vary according to the need that each gift meets. Harvest Bible Chapel does not encourage the use of "sign gifts." Instead, we seek to emphasize the more excellent way of love as well as zeal for the more edifying gifts (John 16:8; 13:15; Titus 3:5; Ephesians 1:22; 4:11-12; Romans 8:9-17; 12:4-8; 1 Corinthians 3:16; 12:4-5, 12:11-13, 12:19; Galatians 5:25; Hebrews 4:1-4; 2 Corinthians 12:12).

Scriptures We believe the Scriptures of the Old Testament and New Testament are verbally inspired by God and inerrant in their original writings. We believe the 66 books of the Old Testament and the New Testament are God's complete and sufficient revelation and therefore carry God's authority for the total well-being of mankind (Psalm 119:97-104; Psalm 119:160; Matthew 5:18; John 5:46-47; John 10:35; 2 Timothy 3:15-16).

Man We believe man was created in innocence under the law of his Maker but, by voluntarily transgressing, fell from his sinless and happy state. Consequently, all mankind is sinful. All people are sinners not only by inheritance, but by their own choice and therefore are under just condemnation without defense or excuse.

We believe that without exception every man and every woman is totally depraved and needs a Savior (Genesis 3:1-6; Romans 3:10-19; Romans 1:18, Romans 1:32; Romans 5:1-2).

Salvation We believe that the Lord Jesus Christ died for our sins according to the Scriptures, as a representative and substitutionary sacrifice. We believe that each person who by faith receives Him as personal Savior is justified on the basis of Jesus Christ's shed blood on Calvary. Each person who receives Christ as personal Savior is born again of the Holy Spirit and thereby becomes eternally secure as a child of God. We believe the Holy Spirit baptizes each believing person into the body of Christ at the moment of salvation and that there is no second baptism of the Holy Spirit (Romans 8:37-39; 2 Corinthians 5:21; 1 Corinthians 12:13).

Resurrection We believe in the resurrection of the body of our Lord Jesus Christ, His ascension into heaven and His present life for us as High Priest and Advocate (Acts 1:3; Acts 1:9; Hebrews 7:25-26).

Heaven, Hell and the Return of Christ We believe in the "blessed hope": the personal, premillennial return of the Lord Jesus Christ. His return has a vital bearing on the personal life and service of the believer (1 Thessalonians 4:13-18). We believe in the bodily resurrection of both the saved and the lost. The saved are raised to eternal, conscious bliss in heaven (Matthew 25:34; John 14:2; 2 Corinthians 5:1; Revelation 2:7) the lost are raised to eternal torment in hell in conscious separation from God. (Matthew 8:11-12; Matthew 10:28; Matthew 13:49-50; Mark 9:47-48; Luke 12:5; Revelation 21:8).

Church Upon accepting the Lord Jesus Christ as Savior, a believer becomes part of His body, which is the church. There is one church universal, composed of all those throughout the world who acknowledge Jesus Christ as Savior and Lord. The Scriptures command believers to gather in order to devote themselves to worship, prayer, teaching of the Word, observance of the ordinances (baptism and communion), fellowship, service to the body through the development and use of talents and gifts, and outreach to the world in fulfillment of the command of Christ to make disciples of all believers (Ephesians 5:23; Romans 12:1; Acts 2:42-46; 1 Corinthians 14:26; Matthew 28:18-20). Wherever God's people meet regularly in obedience to this command, there is the local expression of the church – under the oversight of elders and other supportive leadership. The church's members are to work together in love and unity, intent on the ultimate purpose of glorifying Christ (Ephesians 4:16).

Missions Realizing that the cause of Christ extends beyond any one local fellowship, we commit ourselves to an ongoing ministry of extending the call of Christ to make disciples around the world (Matthew 28:19-20).

HARVEST TRAINING CENTER

STANDARDS OF BEHAVIOR

Residents at the Harvest Training Center are held to the same standard of behavior as the pastors and elders of Harvest Bible Chapel.

Church Membership Each resident must be a member of a Harvest Bible Chapel. If the resident is not a member at the start of the program, he must complete Peak Performance at the first opportunity. Residents will fulfill the duties of membership, including faithful attendance, service, tithing, etc.

Conduct Residents are to behave in a manner consistent with New Testament ethics, especially as required of pastors and elders (1 Tim 3:1-7; Titus 1:5-9). Their lives must be morally blameless and above reproach. They will walk in love, with speech characterized by honesty, self-control and gentleness (making allowance for sarcasm, which has been described as the "love language" of the Harvest staff).

Alcohol The Bible forbids drunkenness (Rom 13:13; Eph 5:18), especially for pastors (1 Tim 3:3; Tit 1:7). So residents will refrain from the intemperate consumption of alcohol. They will also abstain from any other potentially addictive substance.

Computers The internet presents great opportunities for discovery. But it can also become a vehicle for bondage to sin. Therefore, residents will have blocking software (e.g. Net Nanny or Cybersitter) on any computer that has access to the internet. The password must not be known to the resident, only his wife (if applicable) or a mature Christian friend.

Moral Fences Each resident is required to embrace the following affirmations: "1. I will not under any circumstances, ride alone in a car with a member of the opposite sex other than my spouse or an immediate family member. 2. I will not counsel a member of the opposite sex in a closed room more than once. 3. I will not stay alone in a hotel room overnight. 4. I will speak often and publicly of my affection for my spouse, when she is present and when she is not. 5. I will compliment the character or conduct, not the coiffure or the clothing, of members of the opposite sex."

Counseling Residents will establish proper boundaries between themselves and counselees, especially members of the opposite sex. Counseling should only be done in visible areas when other adults are nearby. The session must end immediately if a potentially dangerous or provocative situation occurs. If a resident is counseling someone suspected of suicidal tendencies, the resident has a legal responsibility to refer the counselee to whoever is best able to prevent the counselee from killing himself. Residents also have a responsibility to report illegal activity, such as child abuse, to the authorities. Other guidelines for counseling are found in the *Staff Manual*.

Confidentiality People will tell pastors things about themselves that they have never told another person. Thus, it is incumbent upon residents not to divulge to another person within the congregation matters that are shared in confidence. Certain information may be shared with other pastors, however, if the resident judges this to be in the best interest of the counselee.

Work Hours Residents are expected to work between 50 and 55 hours per week. They will be in training from 8:30 AM to 5:00 PM, Tuesday through Friday (34 hours). They will participate in all the weekend services of their local church, arriving 30 minutes before the first service and staying at least 30 minutes afterward (5-8 hours). Other activities may require time away from home in the evenings, such as board meetings, small group meetings, special ministry events, etc. (3-6 hours). Finally, residents may need additional hours of study at home (5-10 hours).

Absences Residents are expected to be at their desks whenever training is in session. Absences will be excused for illness, off-campus ministry or other special circumstances (funeral, jury duty, birth of a child, etc.). But the resident must notify the Dean as soon as possible. Residents will receive a warning for their first and second unexcused absence. A third unexcused absence will result in dismissal from the program.

Vacations Residents are not eligible for vacations. There will be days off around the holidays, such as Thanksgiving, Christmas, New Years and Easter (see school calendar for exact dates).

Leisure Harvest has a "Work hard, play hard" mentality. Monday is everyone's day off. Take it for the sake of your health and your family.

Appearance Residents will wear business casual dress Tuesday through Thursday. They are allowed to wear jeans and casual shirts on Friday (but no t-shirts). A sport coat will be worn for preaching. Men will be clean-shaven and adequately groomed.

Facilities and Equipment Residents will treat all facilities and equipment with care, as good stewards of what God has entrusted to them.

Non-Discrimination Harvest Training Center does not discriminate on the basis of race, color or national origin in the selection and treatment of residents. We view women as created equal in dignity and worth, but possessing different roles than men. Therefore, certain positions within the school are to be held by men only. This would include any position that involves teaching men, or any educational track that leads to pastoral ministry or elder training. All residents must profess the Christian faith, as detailed in the Harvest Statement of Faith.

This material was adapted and expanded from the *Harvest Bible Chapel Staff Manual*. If there is a discrepancy or an issue not addressed in this document, the *Staff Manual* shall have priority.