GUIDE TO COMPLETING APPLICATIONS

The following items must be submitted BEFORE your application can be processed. All the questions on the application must be completed. If a question does not apply to you, write N/A (not applicable) in the space provided. Husbands and wives must complete separate application forms.

1. Application Form. Please fill out completely, attach a recent passport-size photo of yourself, and sign the application form.

2. Confidential References. Three confidential reference forms are enclosed. One reference form should be given to the following: 1) Pastor 2) Employer or teacher 3) Base/DTS Leader. Request them to fill out the form and mail it directly to the YWAM San Francisco Director. You may want to give them a stamped envelope with the YWAM San Francisco address.

3. Release of Liability, Consent for Treatment and Acknowledgment of Financial Responsibility. These forms must be signed and returned with the rest of the application.

4. Questions. Please prayerfully answer the following questions on a separate sheet of paper and attach to your application form.

I.

a) Make a statement of your conversion and the events and steps leading up to that time.

b) Describe your spiritual growth since that time. Comment on the events or spiritual experiences in your life which led to a new level of understanding and or commitment.

c) Comment on your devotional life. Include such issues as prayer, Bible reading, Bible study, worship, devotions, and devotions with family if you are married. Are you meeting your expectations for spiritual growth?

d) Describe your involvement with your local church and in other Christian settings. Comment on areas of ministry, service, leadership experience, gifts and abilities.

e) How have you helped others to know Christ?

f) Write your own statement on each of the following doctrines:

*sin	*repentance	*Jesus Christ
*salvation	*second coming	*Holy Spirit
*Jesus' death on the cross		

II.

a) Comment briefly on how God called you to missionary service.

b) Why have you applied to join staff here in San Francisco? Include specific guidance you have received.

c) What are some of the specific expectations you have for serving with YWAM San Francisco? What are your expectations from YWAM?

d) What are the dreams and visions that you have on your heart for now as well as for the future?

III.

a) What experience have you had in being self-reliant?

b) How do you deal with difficulties, disappointments, thwarted plans, etc.

c) What experience have you had in adjusting to a different lifestyle?

*** You need to be aware that you may not receive as much nurturing from us as you are getting now in your home/church life. You will be responsible for every aspect of your welfare.**

IV.

*** San Francisco is known around the world for being a city that indulges itself in ungodly lifestyle practices. Due to the atmosphere this creates, we feel the need to ask the following questions. Our concern is that we would not bring you into a place where you may stumble. If for some reason you have difficulty communicating your answer in writing, we would be glad to talk to you personally. Your answer to these questions will not, in themselves, prejudice your acceptance to staff. All answers are confidential.**

a) Have you used any of the following substances? If so, please explain how recently and in what quantities: alcohol, tobacco, "soft drugs" (marijuana, etc.), "hard drugs" (heroin, cocaine, crack, speed, etc.).

b) Have you ever had psychiatric treatment? If so, please describe the treatment received, dates and/or present difficulty. Are you presently taking psychiatric medications?

c) If you have been involved in any of the following please explain the circumstances briefly, the time and length of involvement and what you have done to deal with this part of your history.

*The occult, cult or sect (New Age, eastern mysticism, naturalistic philosophies)
*Patterns of heterosexual sin including pornography and promiscuity
*Homosexual activity

V.

YWAM San Francisco requires a minimum two-year commitment.

Please keep in mind that before we can consider you for acceptance to our staff
WE MUST RECEIVE ALL OF THE ABOVE INFORMATION!

YWAM SAN FRANCISCO
Staff
Application

IMPORTANT
Please attach a recent passport size photograph of yourself

I. Mr./Mrs./Miss _____
Last Name First Name Preferred Name

Present Address: E-mail _____

PO Box/Street _____

City _____ State/Province _____

Postal Code/Zip _____ Country _____ Phone ( )_____

Permanent Address: Work Phone ( )_____

PO Box/Street _____

City _____ State/Province _____

Postal Code/Zip _____ Country _____ Phone ( )_____

Birthdate (Month/Day/Year) _____ Age _____

Place of birth _____ Citizenship _____

Passport Number _____ Expiration Date (Month/Day/Year) _____

Marital Status:
☐ Single ☐ Engaged ☐Married ☐ Widowed ☐ Divorced ☐ Separated

If married, date of marriage _____ Spouse/Fiancé Name _____
If divorced or separated, please give relevant history on a separate sheet of paper.

Names of Children Birth Date (month, day, year) Sex

_____

_____

_____

Will your children be coming with you? yes __ no____

II.
Home Church Name _____ Denomination_____

Pastor's Name _____Phone ( ) _____Fax ( )_____

PO Box/Street _____

City _____ State/Province _____

Postal Code/Zip _____ Country _____

Length of attendance at this church _____

Please describe your relationship with your pastor/elder_____

_____

How do your church and spiritual leaders feel about your decision to join YWAM?_____

_____

Please list the names, addresses and telephone numbers of your three references.

_____

_____

_____

III.

In Case of Emergency, Contact:

Full Name _____ Relationship _____

PO Box/Street _____

City _____ State/Province _____

Postal Code/Zip _____ Country _____

Day Phone ( )_____ Evening Phone ( ) _____

Insurance is required. Who is your carrier? _____Policy #_____

Are you allergic to any medicine? (please specify)_____

Name other allergies_____

Do you consider your health good, average or poor?_____

If poor, please describe_____

Are you currently under a doctor's care?_____For what?_____

_____

What, if any prescribed medication do you currently take?_____

Do you have any recurring illnesses of physical weaknesses?_____If so, please describe._____

_____

Do you or any of your children have physical disabilities?_____If so, please describe._____

_____

Do you have any objection to using medical services?_____If so, why?_____

_____

IV.

Education (High school, University, etc.)

Name | Dates Attended | Certificate/Degree

_____

_____

_____

Please describe your work experience for the last three years.

Position | Organization | Dates/Locations

_____

_____

_____

_____

What is your present occupation?_____

What are some of your talents and hobbies?_____

_____

_____

What has been your previous involvement with YWAM?_____

_____

_____

What other missionary organizations have you worked with?_____

_____

Are you licensed clergy?_____

Describe any formal Bible training you have received._____

_____

What languages do you speak? (List languages and rate your proficiency in each)

A. Elementary Speaking B. Limited word proficiency C. Minimum Professional proficiency D. Full/Native Prof. E. Mother Tongue

1. _____ Rating _____ 2. _____ Rating _____ 3. _____ Rating _____

Have you worked with people of other cultures, races or religions? Please give details._____

_____

_____

_____

V.

Which length of service do you anticipate with us in San Francisco?

Two year short term opportunities_____ Three or more years/Career basis_____

If you are invited on staff, when would you like to begin? Spring 20_ __ Fall 20_ _

Have you been recruited for a particular YWAM SF ministry? If so, which and by whom? _____

_____

Have you had any experience in leading worship? ☐Yes ☐No

Do You Lead Vocally? ☐Yes ☐No

You Lead with Guitar? ☐Yes ☐No

Do You Lead with Keyboards? ☐Yes ☐No

List any other musical abilities or skills _____

_____

_____

Please indicate at least two areas below in which you would like to be involved:

Personnel Care___	Hospitality___	Food Service___	Evangelism___	Music___
Discipleship___	Training___	Administration___	Child/Youth___	Prayer___
Evangelism___	Mercy Ministry___	Ethnic Groups___	Construction___	

Where do you see your involvement being?

City of San Francisco Ministry___ International Related Ministry___ No preference____

*** We will take your preferences into consideration when discussing your initial placement. Please be open to the varying needs of the base. At times the staff will be asked to step out of their own area of ministry in order to serve another base ministry needing help.**

VI. Financial Support:

Do you have your complete staff fees? ☐Yes ☐No

If no, how much monthly support do you have committed at this time? _____

What amount of one-time gifts have you received at this time?_____

If no, how do you plan to raise your staff fees? _____

_____

Do you have any outstanding debts? (please explain) _____

_____

_____

I certify that all the information in this application is complete and accurate and if accepted by Youth With A Mission San Francisco, I will abide by the spirit, guidelines, and schedule of the organization.

_____ Date: _____/_____/_____

Applicant's Signature Day Month Year

Acknowledgment of Financial Responsibility

I understand that I must have committed monthly support prior to leaving for YWAM San Francisco. I understand that payment of the required staff fees must be made monthly, unless otherwise approved by the base Director. I further understand that payment must be made in U.S. currency. I also confirm that I am fully aware of my financial obligations as a staff member. I therefore promise to keep my word by paying in a timely manner all personal expenses incurred during my involvement with Youth With A Mission.

I certify that all information in this application is complete and accurate and if accepted by Youth With A Mission, I will abide by the spirit, policies, and schedules of the organization.

_____ Date: _____/_____/_____
Applicant's Signature Month Day Year

Release of Liability

I/We do hereby release Youth With A Mission, Inc., it's staff, agents and volunteer assistants from any liability whatsoever arising out of injury, damage or loss, which may be sustained by, said person(s) during the course of involvement with Youth With A Mission.

_____ Date: _____/_____/_____
Applicant's Signature Month Day Year

Consent for Treatment

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

_____ Date: _____/_____/_____
Applicant's Signature Month Day Year

Please direct all forms to: YWAM SF - Director
357 Ellis Street
San Francisco, CA 94102

YWAM SAN FRANCISCO

Staff Application

Confidential Pastoral Reference

Name of Applicant: _____Address:_____

City:_____ State: _____ Zip: _____ Phone: ( )_____

☐ I, the above named applicant, WAIVE any right to have or obtain copies of this recommendation knowing that this waiver is NOT required as a condition for admission.

Applicant's Signature:_____

The above named person has applied to join the staff of Youth With A Mission San Francisco. Will you kindly aid us in judging the applicant's fitness for such service by supplying the information requested on this form? We suggest that you answer only those questions about which you are fairly certain. We would appreciate your candid appraisal of the applicant. It will be kept strictly confidential. Please send this reference to the address given below

1. How long have you known the applicant? _____
2. On a scale of 1-10, how well do you feel you know the applicant (1 being very little, 10 being intimately)?
   (Circle one) 1 2 3 4 5 6 7 8 9 10
3. How long has the applicant attended your church? _____
4. In your association with the applicant, what has been the level of commitment you have seen exemplified?
   ____ Faithful _____ Inconsistent _____Other
5. In what ways listed below has the applicant been involved in your church?
   ___establishing rapport ___supporting another leader ___evangelizing ___working with adults
   ___counseling ___personal discipling ___motivating others ___working with children
   ___leading others ___innovating ___other (please list)_____
   _____
   _____
6. What level of effectiveness has he/she shown in these activities?_____
7. Is your congregation aware of and agree with the applicant's intent to join YWAM San Francisco?
   _____
8. Please explain your understanding of this applicant's calling and guidance to San Francisco._____
   _____
   _____
   _____
   _____
   _____
9. Will your church be supporting the applicant financially? ___yes ___no
10. Will your congregation commit to stand with the applicant through faithful encouragement and prayer for the duration of his/her time at YWAM San Francisco? ____yes ____no

    Comments: _____
11. Would your congregation whole-heartedly and joyfully send out the applicant to serve with YWAM San Francisco?

    ____yes ____no

    Comments: _____

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Fax: 415-885-6585 • E-Mail: info@ywamsanfrancisco.org

12. In what ways do you think a two-year missionary opportunity at this point would be helpful or unwise for the applicant?
_____
_____
_____

13. Please comment on the family background and present family life if known. Comment on the relationships between husband/wife/children if the applicant is married._____
_____
_____
_____

14. Check any of the following that you feel are motivating the applicant to apply.

___Personal growth	___Christian Service	___Escape an unpleasant home situation
___Receive discipleship	___Desire to help others	___Desire to spread the gospel
___Travel opportunities	___Adventure	___Other:_____

15. . *** San Francisco is known around the world for its self-indulgent and ungodly lifestyles and permissive attitudes. Due to the atmosphere this creates, we feel the need to ask the following question. Our concern is that we should not bring the applicant to a place that would cause them to stumble.**

a) As far as you know, has the applicant ever been arrested for any offense? ☐ Yes ☐ No

b) To your knowledge has the applicant ever been involved in illegal drug use, substance abuse, the occult/sects or sexual sin (including pornography, homosexuality, extramarital or premarital relationships)? ☐ Yes ☐ No

If yes, please comment on a separate sheet of paper and explain briefly what was done to resolve the issue.

16. Has the applicant proven on any occasion to be unreliable, dishonest or of questionable character? ☐ Yes ☐ No
If yes, please explain_____
_____

17. Has the applicant ever been a source of dissension or disunity in the church? ☐ Yes ☐ No
If yes, was it on more than one occasion?_____
_____

18. Does the applicant respond well to authority? ☐ Yes ☐ No
If "No", please explain:_____
_____

19. How difficult or easy do you think he/she would find adjusting to a different culture of lifestyle?_____
_____
_____

20. Due to the challenges that the applicant will be faced with in regard to living in San Francisco and being a part of a multi-cultural missionary base, adjustments may have to be made in all aspects of his/her life. Keeping this in mind, please rate the applicant as to his/her emotional maturity and stability:

(Please Check <u>One</u>)
_____ Outstandingly mature. Has proven his/her ability to operate under stress and pressure.
_____ Maintains balance and control under difficult circumstances
_____ Usually well balanced
_____ Somewhat overemotional
_____ Doubtful, experience has shown that the applicant might not be able to endure stress
_____ Frequently worried, anxious, nervous or tense
Comment:_____

21. Please mark all the statements below that apply to the applicant.

A. ___ physically healthy ___ Health somewhat below par ___ frequently incapacitated
Comments:_____

B. ___ frequently depressed or discouraged ___ inclined to be apathetic ___ prone to mood swings
___ shows normal self-discipline ___ shows poor self-discipline ___ over eats ___ under eats
Comments:_____

C. ___ handles finances competently ___ history of money problems ___ argumentative ___ faultfinding
___ tactful ___ eager to serve ___ usually willing to serve ___ motives confused ___reluctant to serve
Comments:_____

D. ___ displays marked ability to lead others ___sometimes leads in minor affairs ___ prefers working in a team
___ probably unable to lead __ seeks to dominate ___ prefers to work independently ___ causes friction
Comments:_____

E. ___ usually successful in adjusting to changes ___ tends to prefer familiar means and methods
___ unable to cope with new situations
Comments:_____

F. ___ reliable ___ shows good common sense ___ sometimes impulsive ___ enthusiasm short lived
___ tendency towards independence ___ impractical ___ teachable ___ punctual ___ complete tasks
___ prefers initiation rather than follow through ___ easily discouraged ___ perseveres under difficulties
Comments:_____

22. Please describe the strengths of the applicant._____
_____

23. Please describe any areas of weakness or concern. _____
_____

24. Would you please make any comments regarding the applicant which you feel could be helpful (use a separate sheet of paper if necessary): _____
_____
_____

Recommendation:

What is your overall evaluation of the applicant's promise as a YWAM worker?

_____ Definitely Unsuited
_____ At this time, he/she is unsuited
_____ Good prospect, but I have some reservations
_____ Average Prospect
_____ Above-average Prospect
_____ Unusually Exceptional Prospect

I declare that the contents of this confidential reference are correct to the best of my knowledge.

Name: _____ Church: _____

Email Address: _____ Title: _____

Address: _____
(Street/box number) (City) (State) (Zip Code)

Home Telephone: _____ Day Phone: _____

Signed: _____ Date:_____

Thank you for your assistance.

Would you like to receive further information about YWAM- San Francisco? ☐ Yes ☐ No

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YWAM SAN FRANCISCO

Staff Application

Confidential

Employer/Teacher Reference

Name of Applicant: _____ Address:_____

City:_____State: _____ Zip: _____ Phone: ( )_____

☐ I, the above named applicant, WAIVE any right to have or obtain copies of this recommendation knowing that this waiver is NOT required as a condition for admission.

Applicant's Signature:_____

The above named person has applied to join the staff of Youth With A Mission San Francisco. Will you kindly aid us in judging the applicant's fitness for such service by supplying the information requested on this form? We suggest that you answer only those questions about which you are fairly certain. We would appreciate your candid appraisal of the applicant. It will be kept strictly confidential. Please send this reference to the address given below

1. What is your relationship to the applicant? ☐ Employer ☐ Teacher ☐ Other _____
2. How long have you known the applicant? _____
3. On a scale of 1-10, how well do you feel you know the applicant (1 being very little, 10 being intimately)?
   (Circle one) 1 2 3 4 5 6 7 8 9 10
4. Has the applicant proven on any occasion to be unreliable, dishonest, or of questionable character? ___Yes ___No
   If yes, please explain_____
5. Has the applicant ever been a source of dissension or disunity in the context you have known him/her? __Yes __No
   If yes, was it on more than one occasion?_____
6. Due to the challenges that the applicant will be faced with in regard to living in San Francisco and being a part of a multi-cultural missionary base, adjustments may have to be made in all aspects of his/her life. Keeping this in mind, please rate the applicant as to his/her emotional maturity and stability:

   (Please Check <u>One</u>)
   _____ Outstandingly mature. Has proven his/her ability to operate under stress and pressure.
   _____ Maintains balance and control under difficult circumstances
   _____ Usually well balanced
   _____ Somewhat overemotional
   _____ Doubtful, experience has shown that the applicant might not be able to endure stress
   _____ Frequently worried, anxious, nervous or tense
   Comment:_____
7. How does the applicant usually react in trying situations: (please check one):
   ___ Withdraws _____ Gets Discouraged _____ Meets constructively
   ___ Gets Angry _____ Accepts Patiently _____ Other: _____
   Comment: _____
8. Is the applicant punctual? ☐ Yes ☐ No
9. Have you enjoyed having the applicant work under you? ☐ Yes ☐ No
   Has the applicant been an asset to your class/business? ☐ Yes ☐ No
10. Check any of the following that you feel are motivating the applicant to apply.
    ___Personal growth ___Christian Service ___Escape an unpleasant home situation
    ___Receive discipleship ___Desire to help others ___Desire to spread the gospel
    ___Travel opportunities ___Adventure ___Other:_____

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11. In what ways do you think a two-year missionary opportunity at this point would be helpful or unwise for the applicant?
_____

12. How difficult or easy do you think he/she would find adjusting to a different culture of lifestyle?_____
_____

13. Please mark all the statements below that apply to the applicant.

A. ___ physically healthy ___ Health somewhat below par ___ frequently incapacitated
Comments:_____

B. ___ frequently depressed or discouraged ___ inclined to be apathetic ___ prone to mood swings
___ shows normal self-discipline ___ shows poor self-discipline ___ over eats ___ under eats
Comments:_____

C. ___ handles finances competently ___ history of money problems ___ argumentative ___ faultfinding
___ tactful ___ eager to serve ___ usually willing to serve ___ motives confused ___reluctant to serve
Comments:_____

D. ___ displays marked ability to lead others ___sometimes leads in minor affairs ___ prefers working in a team
___ probably unable to lead __ seeks to dominate ___ prefers to work independently ___ causes friction
Comments:_____

E. ___ usually successful in adjusting to changes ___ tends to prefer familiar means and methods
___ unable to cope with new situations
Comments:_____

F. ___ reliable ___ shows good common sense ___ sometimes impulsive ___ enthusiasm short lived
___ tendency towards independence ___ impractical ___ teachable ___ punctual ___ complete tasks
___ prefers initiation rather than follow through ___ easily discouraged ___ perseveres under difficulties
Comments:_____

14. Please describe the strengths of the applicant._____
_____

15. Please describe any areas of weakness or concern. _____
_____

16. Would you please make any comments regarding the applicant which you feel could be helpful (use a separate sheet of paper if necessary): _____
_____

Recommendation:
What is your overall evaluation of the applicant's promise as a YWAM worker?

_____ Definitely Unsuited
_____ At this time, he/she is unsuited
_____ Good prospect, but I have some reservations
_____ Average Prospect
_____ Above-average Prospect
_____ Unusually Exceptional Prospect

I declare that the contents of this confidential reference are correct to the best of my knowledge.

Name: _____ Organization: _____

Email Address: _____ Title: _____

Address: _____
(Street/box number) (City) (State) (Zip Code)

Home Telephone: _____ Day Phone: _____

Signed: _____ Date:_____

Thank you for your assistance!

Would you like to receive further information about YWAM- San Francisco? ☐ Yes ☐ No

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YWAM SAN FRANCISCO

Staff Application

Confidential

Base/DTS Leader Reference

Name of Applicant: _____ Address:_____

City:_____State: _____ Zip: _____ Phone: ( )_____

☐ I, the above named applicant, WAIVE any right to have or obtain copies of this recommendation knowing that this waiver is NOT required as a condition for admission.

Applicant's Signature:_____

The above named person has applied to join the staff of Youth With A Mission San Francisco. Will you kindly aid us in judging the applicant's fitness for such service by supplying the information requested on this form? We suggest that you answer only those questions about which you are fairly certain. We would appreciate your candid appraisal of the applicant. It will be kept strictly confidential. Please send this reference to the address given below.

1. Give approximate dates during which you were associated with the applicant. From_____ to _____
2. On a scale of 1-10, how well do you feel you know the applicant (1 being very little, 10 being intimately)?
   (Circle one) 1 2 3 4 5 6 7 8 9 10
3. In what situations have you worked with the applicant?_____
   _____
   _____
4. Has the applicant proven on any occasion to be unreliable, dishonest, or of questionable character? ___yes ___no
   If yes, please explain_____
   _____
5. Due to the challenges that the applicant will be faced with in regard to living in San Francisco and being a part of a multi-cultural missionary base, adjustments may have to be made in all aspects of his/her life. Keeping this in mind, please rate the applicant as to his/her emotional maturity and stability.

   (Please Check <u>One</u>)
   _____ Outstandingly mature. Has proven his/her ability to operate under stress and pressure.
   _____ Maintains balance and control under difficult circumstances
   _____ Usually well balanced
   _____ Somewhat overemotional
   _____ Doubtful, experience has shown that the applicant might not be able to endure stress
   _____ Frequently worried, anxious, nervous or tense
   Comment:_____
6. How does the applicant usually react in trying situations: (please check one):
   ___ Withdraws _____ Gets Discouraged _____ Meets constructively
   ___ Gets Angry _____ Accepts Patiently _____ Other: _____
   Comments: _____
7. In what ways do you think a two year missionary opportunity at this point will be helpful or unwise for the applicant?___
   _____
   _____
8. What strengths have you seen in the applicant?_____
   _____
9. Please describe any weaknesses or areas of concern you have seen._____
   _____

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10. Has the applicant ever been a source of dissension or disunity in the context you have known him/her? ☐ Yes ☐ No
If yes, was it more than a one-time occurrence?_____

11. Please mark all the statements below that apply to the applicant.

A. ___ physically healthy ___ Health somewhat below par ___ frequently incapacitated
Comments:_____

B. ___ frequently depressed or discouraged ___ inclined to be apathetic ___ prone to mood swings
___ shows normal self-discipline ___ shows poor self-discipline ___ over eats ___ under eats
Comments:_____

C. ___ handles finances competently ___ history of money problems ___ argumentative ___ faultfinding
___ tactful ___ eager to serve ___ usually willing to serve ___ motives confused ___reluctant to serve
Comments:_____

D. ___ displays marked ability to lead others ___sometimes leads in minor affairs ___ prefers working in a team
___ probably unable to lead __ seeks to dominate ___ prefers to work independently ___ causes friction
Comments:_____

E. ___ usually successful in adjusting to changes ___ tends to prefer familiar means and methods
___ unable to cope with new situations
Comments:_____

F. ___ reliable ___ shows good common sense ___ sometimes impulsive ___ enthusiasm short lived
___ tendency towards independence ___ impractical ___ teachable ___ punctual ___ complete tasks
___ prefers initiation rather than follow through ___ easily discouraged ___ perseveres under difficulties
Comments:_____

12. Would you please make any comments regarding the applicant which you feel could be helpful (use a separate sheet of paper if necessary): _____
_____

13. What area in the applicant's life remains needing the most discipleship?_____
_____
_____

Recommendation:
What is your overall evaluation of the applicant's promise as a YWAM worker?

_____ Definitely Unsuited
_____ At this time, he/she is unsuited
_____ Good prospect, but I have some reservations
_____ Average Prospect
_____ Above-average Prospect
_____ Unusually Exceptional Prospect

I declare that the contents of this confidential reference are correct to the best of my knowledge.

Name: _____ Organization: _____

Email Address: _____ Position: _____

Address: _____
(Street/box number) (City) (State) (Zip Code)

Home Telephone: _____ Day Phone: _____

Signed: _____ Date:_____

Thank you for your assistance.

Would you like to receive further information about YWAM- San Francisco? ☐ Yes ☐ No

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