



Cultivate Discipleship Programme  
 New Zealand  
*Wahi Tapu o Kawari Putahio Paipera o Aotearoa*  
 PO Box 302 659  
 North Harbour, Auckland 0751  
 New Zealand  
 Email: cultivateadmin@ccbi.ac.nz  
 www.cultivate.kiwi



## RETURNING STAFF APPLICATION

**PERSONAL INFORMATION** (Please print clearly)

Full Name: (Last) \_\_\_\_\_ (First) \_\_\_\_\_ (Middle) \_\_\_\_\_

Preferred Name: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Sex: \_\_\_\_\_

Address (Street and Box No.): \_\_\_\_\_

City: \_\_\_\_\_ State/ Country: \_\_\_\_\_ Postcode: \_\_\_\_\_

Phone Number: (\_\_\_\_\_) \_\_\_\_\_

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

What Cultivate programme(s) have you previously attended? Which year(s) \_\_\_\_\_

Which Cultivate programme(s) are you applying for? Which year?

Cultivate Summer Programme 20\_\_\_\_

Cultivate Winter Retreat 20\_\_\_\_

Do you have a driver's license?  Yes  No

Driver's License Number: \_\_\_\_\_ State/ Country: \_\_\_\_\_ Class: \_\_\_\_\_

Are you willing and comfortable to volunteer as a designated driver at Cultivate (if necessary)?  Yes  No

Marital status:  Married  Single  Divorced  Widowed

Please write a short bio of yourself.

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**EMERGENCY CONTACT INFORMATION**

Primary Emergency Contact:

First Name: \_\_\_\_\_

Last Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone Number: ( \_\_\_\_\_ ) \_\_\_\_\_

Address (*Street and Box No.*) \_\_\_\_\_

City: \_\_\_\_\_

State/ Country: \_\_\_\_\_

Postcode: \_\_\_\_\_

Relationship to Staff: \_\_\_\_\_

**MEDICAL/DIETARY INFORMATION**

Do you have any physical disabilities/conditions? If so, please explain.

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

Do you have any communicable diseases? If so, please explain.

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

Are you currently on medication or under a physician's care? If so, please explain.

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

Have you been or are you currently under psychiatric or psychological care, or been in counseling or psychotherapy? If so, please explain.

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

When was your last tetanus shot?

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

Do you have any special dietary needs / allergies? If so, please explain.

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

**SPIRITUAL LIFE PROFILE**

Do you currently attend youth group/ church?  Yes  No

If yes, what youth group/ church do you attend? And how long have you attended? \_\_\_\_\_

\_\_\_\_\_

Name of your youth/ senior pastor? \_\_\_\_\_

Email: \_\_\_\_\_ Phone Number: ( \_\_\_\_\_ ) \_\_\_\_\_



## **STAFF COVENANT**

The following Staff Covenant is an agreement between each Staff member, one to another and the Cultivate Leadership.

**PURPOSE STATEMENT:** The purpose of Cultivate is to bring young men and women into a deeper relationship with Jesus Christ. To best facilitate this goal, we ask our Staff to follow the heart set by the Cultivate Staff Covenant.

**FLEXIBILITY:** 1 Corinthians 9:9 states, "For though I am free from all men, I have made myself a slave to all, that I might win the more." We agree as a Staff to be flexible in our attitudes, actions, and circumstances as we allow Christ's purposes to be carried out through us. "To the weak I am weak; I have become all things to all men, that I may by all means save some." 1 Corinthians 9:22.

**ACCOUNTABILITY:** Philippians 2:3 states, "Do nothing from selfishness or empty conceit, but with humility of mind let each of you regard one another as more important than himself." In all our actions during this programme, we are individually accountable to God first of all. We agree to be accountable to the Counsellors, Leadership, and other members of our Staff. We also agree to encourage each other to be faithful servants of God. Hebrews 10:24 states, "But encourage one another day after day, as long as it is still called 'today' lest anyone of you be hardened by the deceitfulness of sin."

**RESPONSIBILITY:** Philippians 2:4 states, "Do not merely look out for your personal interests, but also for the interests of others." As Staff members, we pledge to carry out our tasks in a responsible and timely manner. We will handle all ministry equipment and assignments as tools and gifts in which God has entrusted to us. "And whatever you do, do it heartily, as to the Lord, and not unto men." Colossians 3:23.

**TIME / PUNCTUALITY:** Philippians 2:3 states, "Do nothing from selfishness or empty conceit, but with humility of mind let each of you regard one another as more important than himself." We agree to exhibit respect to Staff members and others by arriving on time and carrying out tasks on time. If a situation arises which causes one to be late, we agree to inform the Cultivate Leadership and Staff members right away. We agree that time is given to us for God to accomplish His purposes and being punctual is an outward display of using God-given time wisely.

**CULTURE:** As a Staff, we realise that we are entering other cultures as guests. We will, to the best of our ability, refrain from passing judgment on customs that are foreign to us because they are simply different. We realise that we answer first and foremost to God, therefore we will refrain from any activities that violate God's Word. As a Staff, we will strive to show respect to those who are native to the country we are ministering by learning their customs and culture as well as living as they do. We hope that we may gain credibility as people with a genuine love for them as we labor to present the news of Christ to them.

**ALCOHOL AND TOBACCO:** Corinthians 9:22 states, "I have become all things to all men so that by all possible means I might save some." In order to express the best image for Christ as possible, and in light of the alcohol-related problems so rampant in many countries, we will abstain from drinking alcoholic beverages, using narcotics and tobacco (cigarettes, vape, marijuana, ect.)

**TRAVEL:** Before planning any trips outside of our pre-scheduled group itinerary, we will discuss it with the Cultivate Leadership, nor will we travel anywhere without another Staff member. We agree to stay together in a group wherever we may go, unless given permission to be apart from the group.

**CONFLICT RESOLUTION:** As a Staff, we agree that when we have conflicts and differences among ourselves, we will, first through prayer and time in the Word, examine ourselves for selfish motives and unrealistic expectations of the other person. We will take responsibility to approach or confront the other person if it is appropriate. We will do this in love, for the purpose of restoring unity. We will forgive one another and pray together. We will not discuss the matter with other members of the Staff, causing them to become involved in the conflict. "In your anger, do not sin. Do not let the sun go down while you are still angry, and do not give the devil a foothold." Ephesians 4:26-27. If a conflict cannot be settled among the two parties, they will then seek counsel from the Cultivate Leadership.

**TEAM UNITY:** We agree that being united as a Staff means that as in Philippians 2:1-2, we must be "Like minded, having the same love, being one in spirit and purpose." We will accomplish this as outlined in Philippians 2:3-8: We will do nothing out of selfish ambition or vain conceit, but in humility, consider others better than ourselves. We will look not only to our own interests, but also to the interest of others. We realise that each Staff member is vital and has something unique to contribute; he or she should be encouraged and given opportunity to develop and utilise his/her spiritual gifts. Romans 12:4-6 states, "For just as we have many members in one body and all the members do not have the same function, so we, who are many are one body in Christ, and individually members one of another. And since we have gifts that differ, according to the grace given to us, let each exercise them accordingly."

**GOSSIP:** As a Staff, we agree to speak only words to and about each other that will serve to build up and encourage. We will refrain from remarks that would hurt or tear down. "With the tongue we will praise our Lord and Father, and with it we curse men, who have been made in God's likeness. Out of the same mouth come praise and cursing. My brothers, this should not be. Can both fresh water and salt water flow from the same spring?" James 3:9-11.

**EMERGENCY OR CONTINGENCY PLAN:** If an emergency or crisis develops, the Staff will follow the following principles:

1. Whatever action is taken, the **STAFF STAYS TOGETHER**. There is no room for individual action. If a Staff member is away from the group at the time of the event, he or she must immediately return to the group and contact the group leader.
2. Once the group leader is contacted, he/ she will assess the situation and make further contingency plans. If necessary, he/ she will contact the Cultivate director, who will be a communication link to our families.
3. A decision to leave an area will be made in conjunction with the group leader and the Cultivate director. The group leader or Staff members will not seek to make a decision without consultation with local national leaders. They know the situation best and know the best way to leave the area.

**RELATIONSHIP WITH GOD:** Luke 10:27 states "Love the Lord your God with all your heart and soul and love your neighbor as yourself." As Staff members, we agree to seek out an ever-increasing dependence and deepening relationship with God through Christ by setting personal devotions as a priority and humility before God in all communication and circumstances

**RELATIONSHIPS WITH OTHERS:** God opposes the proud and gives grace to the humble. Proverbs 3:34 states, "Though He scoffs at the scoffers, yet He gives grace to the afflicted." We also seek to place other Staff members needs ahead of our own and seek out understanding in all relationships. We will respect each other by submitting to one another out of reverence to Christ. Ephesians 5:21 states, "...And be subject to one another in the fear of Christ." This includes listening to each other's opinions, ideas and needs, and respecting time, property, and sleep.

**RELATIONSHIPS WITH THE OPPOSITE SEX:** We will uphold the directives of Cultivate by maintaining relationships with other Staff members as brothers and sisters in Christ. We will not engage in dating relationships with each other.

**RELATIONSHIPS WITH TEAM LEADERS:** In light of Romans 13:1, "Let every person be in subjection to the governing authorities," we will respect our God-given leadership by understanding their responsibility, accepting their decisions, and praying before we approach them with our disagreements. While submitting to and obeying their authority, we will treat them as friends and give them privacy at the proper times.

**CULTIVATE MISSION DAY POLICIES:** As a short-term missionary participating in short-term missions, we are reminded that we are ambassadors of the Lord Jesus Christ. As we go to minister, we do not only represent Him but our country and Cultivate. This is a tremendous responsibility; consequently, we confess our dependence on the Holy Spirit that we will be above reproach in our actions and attitudes as stated in the above Staff Covenant.

As a Staff member of Cultivate, I have read the Cultivate Staff Covenant and promise before God and this Staff to abide by all of the policies and the statements contained therein by the grace of God. If at any time in my stay at Cultivate, my behaviour constitutes as a problem, the Cultivate Leadership reserves the right and authority to return me home. Any additional costs incurred as a result of this action will be at my own expense.

### **FINANCIAL RESPONSIBILITY**

Full payment of tuition is due and payable during registration on the first day of the programme unless other arrangements have been made. I hereby make application to Cultivate Discipleship Programme, I understand my responsibility for punctual, regular attendance and the fulfillment of all programme requirements. I will also cooperate in observing all regulations and upholding the standards of the programme. In addition, I also understand that my tuition is due and payable in New Zealand Dollars during the registration on the first day of the programme.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### **APPLICATION CHECKLIST**

1. Completely filled out the Returning Staff Application in the manner requested
2. Signed and dated this application

Cultivate Discipleship Programme does not discriminate on the basis of race, sex, ethnic background, native language, nationality or physical disability.

### **Please mail application to:**

**Cultivate Discipleship Programme  
PO Box 302 659  
North Harbour, Auckland 0751  
New Zealand**

Or

### **Download, fill out, and email to:**

**[cultivateadmin@cabi.ac.nz](mailto:cultivateadmin@cabi.ac.nz)**