



## Christian life and experience

Briefly describe the beginning and growth of your Christian faith. How do you work this out day to day?

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Why do you want to serve overseas on a short-term basis?

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What experiences and challenges have you had, when working in a team? Please give some examples.

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What is your knowledge and experience of other world cultures?

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What are your strengths and weaknesses?

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What Christian work are you presently involved with?

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Please give details of your experience of working with children and young people.

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Language skills (not essential!)

French	<input type="checkbox"/>	Basic	<input type="checkbox"/>	Intermediate	<input type="checkbox"/>	Fluent	Details: _____
Spanish	<input type="checkbox"/>	Basic	<input type="checkbox"/>	Intermediate	<input type="checkbox"/>	Fluent	Details: _____
Portuguese	<input type="checkbox"/>	Basic	<input type="checkbox"/>	Intermediate	<input type="checkbox"/>	Fluent	Details: _____
Other	<input type="checkbox"/>	_____					

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## Church Support

Name of Church Leader \_\_\_\_\_ Denomination \_\_\_\_\_

Name of Church \_\_\_\_\_ Address \_\_\_\_\_

Postcode

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## General

Any dietary needs / strong preferences? \_\_\_\_\_

Please state any general health or disability needs we should know about.  
(Please note that very few conditions will prevent participation on a team)

How did you hear about Transform International? \_\_\_\_\_

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**I acknowledge that I have read, understood and accepted both Tearfund's and my own responsibilities as outlined in the 'Small Print' (downloadable from the Transform website).**

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

We would like to stay in contact with you after your programme has finished, in order to inform you of future opportunities and Tearfund's ongoing work. If you do not already receive a publication from us then we would like to put you on our mailing list.

Please tick as appropriate:

- I wish to receive future mailings.**
  - I agree that Tearfund may retain my details.**
- 

## To be included with this form:

- A photo of you (This does not have to be a passport photo)
- £50 deposit (cheques payable to 'Tearfund')

Please return your completed form together with a photo and £50 deposit (cheques payable to 'Tearfund') to:  
Transform, Tearfund, 100 Church Road, Teddington, Middlesex, TW11 8QE Registered charity number: 265464

**NB. YOU MUST ALSO SUPPLY COMPLETED CHURCH & PERSONAL REFERENCE FORMS TO TRAVEL WITH TRANSFORM – THESE CAN BE DOWNLOADED FROM THE WEBSITE.**



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# Personal/Work Reference form

**Applicants please complete the following information before giving this form to your referee:**

Name of applicant: \_\_\_\_\_ Reference no. (if known): \_\_\_\_\_  
Applicant's postcode: \_\_\_\_\_

Dear Referee,

The person who has given you this form has applied to join a Tearfund Transform team.

We want the person to get the best possible experience from their time on the programme and to make sure that happens we need to know as much as possible about them. Please try to be as honest as possible. We hardly ever reject applicants, but if you think that you cannot give them an honest reference then please give this form back to the person concerned as soon as possible.

### For your information:

Tearfund has been sending people on teams in the UK and overseas for many years, giving them the opportunity to work alongside local Christians in development projects. Each team is for either 2, 4 or 6 weeks or four months and their placements are usually in developing world countries. Their work is challenging and may involve building, maintenance and helping at children's projects as well as getting involved in outreach. They stay in basic accommodation at the projects and they pay for their food, accommodation and travel.

Your name: \_\_\_\_\_ Your contact address: \_\_\_\_\_

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

Phone no: \_\_\_\_\_ Church: \_\_\_\_\_ Denomination: \_\_\_\_\_

How well do you know the applicant?  Very Well  Quite Well  Not Well  Hardly

In what capacity: \_\_\_\_\_

### Please tick the boxes which most accurately describe the applicant's character:

	Mostly	Tends to	In Between	Tends to	Mostly	
Flighty and Immature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mature and stable
Selfish	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Compassionate and caring
Irresponsible	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Handles responsibility well
Needs comfort & routine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Copes with stress & discomfort
Has no initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Takes initiative
Unconcerned for poor people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Deeply concerned for poor people
Shy and ill at ease	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Makes friends easily
Racist & prejudiced	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Open to different cultures
Acts contrary to advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Follows good advice
Aggressive to authority	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Responds well to authority
Poor team player	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Excellent in a team
Poor with those who aren't coping	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sensitive and in touch with those under stress

### Does the applicant have major difficulty relating to:

**Parents** Yes  Don't Know  No

**Peers** Yes  Don't Know  No

**Authority** Yes  Don't Know  No

**Other races** Yes  Don't Know  No

**Other sex** Yes  Don't Know  No

If yes, please give details:

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

Can you identify any particular contribution the applicant would make to this team?

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Can you identify anything about the applicant that would be disadvantageous on a team?

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As far as you know is the applicant's health up to taking part in a team?

No Problem  Slight Concern  Problem  Don't Know

If there is a concern or problem, please explain:

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To your knowledge, has the applicant ever had a nervous disorder? Yes  No

If yes, how does this affect the applicant now?

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Please comment on the applicant's contribution to your organisation:

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Is the applicant in good standing with their colleagues/peers?

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Would you recommend this applicant for selection on a team for several weeks or months in a potentially remote area of a developing country? Yes  No

Is there anything else in the background of the applicant which you feel we should be aware of?

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Signed \_\_\_\_\_ Date \_\_\_\_\_

You should note that in the event of a Subject Access Request being received under s7, Data Protection Act 1998, from the individual referred to in the reference, Tearfund will provide the information in the reference to the individual concerned in accordance with the Data Protection Good Practice Note issued by the Information Commissioner's Office.



**Thank you for taking the time to complete this reference.**

**Please return it to:** Transform, Tearfund, 100 Church Road, Teddington, Middlesex, TW11 8QE.

Registered charity no: 265464

Tel: 020 8943 7777



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# Church leader's Reference form

**Applicants please complete the following information before giving this form to your referee:**

Name of applicant: \_\_\_\_\_ Reference no. (if known): \_\_\_\_\_  
Applicant's postcode: \_\_\_\_\_

Dear church leader,

The person who has given you this form has applied to join a Tearfund Transform team.

To help us place the applicant in the right project we need to know as much about them as possible, so if you do not know this person very well, please could you forward this onto someone who does. We would be grateful if you could complete this form and return it to us as soon as possible. Any support that you can give this person, either spiritually or financially would be gratefully appreciated.

An integral part of the Transform experience is that the applicant is a member of a local church in the UK to help support them on their journey (both now and in the future) either spiritually or financially. We would like to retain your details, and may wish to contact you as a link person for the applicant's trip.

**If you are happy for Tearfund to retain your contact details and to contact you in the future please tick here .**

**For your information:**

Tearfund has been sending people on teams in the UK and overseas for many years, giving them the opportunity to work alongside local Christians in development projects. Each team is for either 2, 4 or 6 weeks or four months and their placements are usually in developing world countries. Their work is challenging and may involve building, maintenance and helping at children's projects as well as getting involved in outreach. They stay in basic accommodation at the projects and they pay for their food, accommodation and travel.

Your name: \_\_\_\_\_ Your contact address: \_\_\_\_\_

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

Phone no: \_\_\_\_\_ Church: \_\_\_\_\_ Denomination: \_\_\_\_\_

How well do you know the applicant?  Very Well  Quite Well  Not Well  Hardly

In what capacity: \_\_\_\_\_

**Please tick the boxes which most accurately describe the applicant's character:**

	Mostly	Tends to	In Between	Tends to	Mostly	
Flighty and Immature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mature and stable
Selfish	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Compassionate and caring
Irresponsible	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Handles responsibility well
Needs comfort & routine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Copes with stress & discomfort
Has no initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Takes initiative
Unconcerned for poor people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Deeply concerned for poor people
Shy and ill at ease	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Makes friends easily
Racist & prejudiced	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Open to different cultures
Acts contrary to advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Follows good advice
Aggressive to authority	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Responds well to authority
Poor team player	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Excellent in a team
Poor with those who aren't coping	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sensitive and in touch with those under stress

**Does the applicant have major difficulty relating to:**

**Parents** Yes  Don't Know  No

**Peers** Yes  Don't Know  No

**Authority** Yes  Don't Know  No

**Other races** Yes  Don't Know  No

**Other sex** Yes  Don't Know  No

If yes, please give details:

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

Can you identify any particular contribution the applicant would make to this team?

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Can you identify anything about the applicant that would be disadvantageous on a team?

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As far as you know is the applicant's health up to taking part in a team?

No Problem  Slight Concern  Problem  Don't Know

If there is a concern or problem, please explain:

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To your knowledge, has the applicant ever had a nervous disorder?

Yes  No

If yes, how does this affect the applicant now?

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Please comment on the applicant's Christian life and spiritual commitment:

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Does the applicant take an active part in your church's life?

Yes  No

What Christian activities does the applicant take part in at your Church?

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Other (e.g. Christian Union etc.)

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Does the applicant show a desire to be Christ's witness (e.g. through lifestyle)?

Yes  No

Would your church support the applicant?

If yes: In principle  In prayer  Financially

Would you recommend this applicant for selection on a team for several weeks or months in a potentially remote area of a developing country?

Yes  No

Is there anything else in the background of the applicant which you feel we should be aware of?

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Signed \_\_\_\_\_ Date \_\_\_\_\_

You should note that in the event of a Subject Access Request being received under s7, Data Protection Act 1998, from the individual referred to in the reference, Tearfund will provide the information in the reference to the individual concerned in accordance with the Data Protection Good Practice Note issued by the Information Commissioner's Office.



**Thank you for taking the time to complete this reference.**

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Registered charity no: 265464

Tel: 020 8943 7777



# Small print for all programmes

By applying to join Transform, your acceptance of Tearfund's policies and procedures is implied. Tearfund's partners will provide appropriate safe working facilities and the equipment necessary to adequately fulfil the role required of team participants. Tearfund's partners will take all reasonable steps to provide protection for participants but all parties recognise that there are inherent risks if working outside the UK. Neither Tearfund nor its partners will be required to do more than is reasonably necessary, and possible in the circumstances of this voluntary work, to provide a safe and proper system of work. While Tearfund will take all reasonable steps to assist participants in any emergency, there will be no legal liability on Tearfund or its agents or employees for the consequences of events outside their control from their headquarters in the UK.

For our deposit policy please see the FAQ section on the website, or ring the office for a paper copy. Travel to developing countries demands a certain amount of flexibility, coping with unusual situations, local inadequacies and unpredictable events. We constantly monitor the political situation in the regions we visit and would not hesitate in cancelling, postponing or trying to find an alternative destination if we felt there was a need.

- Having read the information produced by Tearfund, I understand that considerable effort and commitment is put into arranging the team placement by both Tearfund and the partner organisation.
- I will abide by Tearfund's policies and procedures as required.
- I understand that my full payment is a contribution towards the costs of the programme and that the Programme is part of Tearfund's charitable work.
- I enclose the required deposit and recognise that the deposit is only returnable if Tearfund is unable to accept me.
- I understand that Tearfund will retain my details in a private and confidential manner and that for the practical purposes of this programme only, Tearfund may need to pass on details about myself to partner projects, my team leader or representatives, including medical information from Interhealth.
- It is my responsibility as a participant to ensure that my passport is valid and of the correct format for travel to your placement.
- I understand that the team will be working alongside the partner organisation and that the team will be contributing to the partner's overall ministry. I will endeavour not to jeopardise the partnership between Tearfund and the partner organisation or the partner's witness in the local community, by my actions, behaviour or attitude.
- I agree to not smoke, drink alcohol, possess or use any prohibited substance at any time including holidays, whilst volunteering for Tearfund.
- I agree that for the duration of the programme all relationships must be kept on a friendly basis and that there will be no exclusive relationships (i.e. same gender friendships, romantic relationships) on the team or at the project. (This does not apply to the relationship between married couples.)
- I understand that Tearfund has put in place a team structure to enable liaison between the team and the partner organisation regarding work, church and leisure activities. I understand that the Transform Programme is a 'team' experience and I will abide by the team's decisions. Where there is a Team Leader I agree to abide by their decisions.
- I agree that I will abide by the advice given to me at the Transform orientation. I agree specifically to abide by the advice given to me with respect to malaria prophylactics and other health, safety and security advice given to me by Interhealth and Tearfund. I understand that if I don't it will adversely affect my insurance cover.
- I agree to Tearfund contacting my *emergency contact* should the need arise eg should I become ill or be involved in an emergency situation, or should difficulties arise whilst I am overseas.
- I agree to Tearfund giving my contact details to InterHealth, their medical provider, for the purposes of medical clearance, debrief and follow up only.
- I agree that any photographs taken during my trip are the property of Tearfund and may therefore be used in Tearfund promotional material. As a Transform trip member, it is my responsibility to let Transform know before my trip if I am not happy to appear in any photos which might be used in this way.

- Travel, accident and life insurance will be provided for Transform Team members whilst working/travelling with Tearfund only. Transform Team members will need to make their own insurance arrangements for any travel that takes place outside of the 'contracted dates' or placements i.e. extended vacation/ or visits whilst away.
- I understand that my orientation will include training on Tearfund's Child Protection Policy and I agree to abide by this policy. I also understand that I will be given a written copy of Tearfund's grievance and disciplinary procedure. I agree to either abide by the advice given, or to give up my place as I am unable to accept Tearfund's position on these matters. If a participant chooses to leave the Transform programme at this point, their deposit will be refunded in full.
- I agree to provide all information and documents for Tearfund to apply for checks to be made with the Criminal Record Bureau. I understand that it is an offence not to supply all required information.
- Tearfund reserves the right to ask participants to leave partner projects at any time if they deem it appropriate.
- I have read, understood and accepted Tearfund's statement of faith, as detailed below.

## **The statement of faith**

**Tearfund is an evangelical Christian organisation called to reflect the biblical unity of faith and life, of history and eternity, and of the proclamation and demonstration of the gospel.**

- 1. As disciples of the Lord Jesus Christ we bear witness to the one living God, revealed through the Bible as the Father, the Son and the Holy Spirit. God's plan for the universe is to bring about, through Jesus Christ, a transformed creation wholly governed by God, from which all evil and suffering will be banished and in which God will live with redeemed humanity for ever. The presence and hope of the kingdom of God shape and motivate our mission through evangelism, compassionate service, active pursuit of justice and peace, and care for creation.**
- 2. We bear witness to the following truths of the historic Christian faith as the pillars of our world-view, the motivation for our mission and the foundation for our commitment:**

### **The Bible as the Word of God**

The Bible tells the universal story of creation, fall, redemption and new creation, and thereby shapes our worldview. We receive it as the word of God spoken through human authors and believe it to be true and trustworthy in all it affirms. We depend upon it as the revelation of God's identity, character, purposes and actions and submit to it as supremely and uniquely authoritative for our belief and behaviour.

### **God as Creator**

The universe is the good creation of the one living God and reveals God's existence, power and glory. Human beings are created in the image of God, male and female, in order to love, worship and obey God, to relate to one another in love, justice and compassion, and to care for creation.

### **Human sin**

Humans have sinned by rebelling against God, rejecting God's authority and disobeying God's word and so are alienated from God, one another and the created order. Sin deserves God's judgment and leads to eternal separation from God. The effects of sin and the power of evil have permeated the fabric of cultural, economic, social, political and religious life, causing poverty and damaging the creation.

### **Human worth**

Though distorted by sin, the image of God remains the basis of the uniqueness, dignity, sanctity and equality of all persons without distinction. God loves and cares for all people in their cultural and ethnic diversity and has reached out in grace to save them through Jesus Christ.

### **Jesus Christ as Lord and Saviour**

Jesus of Nazareth is the Son of God, the Messiah uniquely appointed by God to bring the blessing of salvation to the world. God took our human nature in Jesus Christ, who taught and modelled the new life of the kingdom of God to which he calls his disciples. In his death on the cross he took upon himself the sin of the world, bearing its full cost and penalty so that we are put right with God through his grace by faith in Christ alone. On the cross Jesus also entered into our suffering, defeated the powers of evil and accomplished the reconciliation of all creation. In his bodily resurrection he defeated death and became the forerunner of redeemed humanity. Through his ascension he is exalted as reigning Lord, and at his return he will execute God's judgment, destroy Satan, evil and death, and establish the universal reign of God.

### **God the Holy Spirit**

The Bible testifies to the Holy Spirit's activity both in creation and history, empowering action for liberation and justice. The Holy Spirit convicts of sin and judgment, leads to faith and repentance and unites believers to Christ, making real in them what Jesus has accomplished. Through Christ, God's Spirit is poured out on all believers enabling them to live in unity and to bear the fruit of holiness, Christ-likeness and practical obedience. The Spirit gives gifts and power to proclaim and demonstrate the gospel, discern truth, pray effectively and prevail over the forces of darkness.

### **The church and God's mission**

The church stands in continuity with God's people in the Old Testament, called through Abraham to be a light to the nations, shaped and taught through the law and the prophets to be a community of holiness, compassion and justice, and redeemed through the cross and resurrection of Jesus Christ. The church exists to worship and glorify God for all eternity and is commissioned by Christ and empowered by the Holy Spirit to participate in the transforming mission of God within history.

### **3. God commands us to love him with all our heart and soul and strength and to love our neighbours as ourselves. Therefore we commit ourselves through the transforming power of the Holy Spirit and in joyful obedience:**

- **To live as the community of reconciled sinners in unity, humility and sacrificial Christian love.**
- **To make known to all nations the gospel of God's grace through his forgiveness in Christ, calling people to faith, repentance and discipleship.**
- **To demonstrate the values and the power of the kingdom of God, participating through suffering in Christ's triumph over evil.**
- **To serve the needy with compassion, pursue justice and peace, and care for God's creation.**

