

Dear SALT Institute applicant:

Congratulations on your interest in sharpening yourself for ministry! There is no greater cause than the cause of Christ. Whether the Lord would have you serve in full-time vocational ministry, or play a significant role in ministry as a lay person, you can rest assured that yours is a worthwhile pursuit. Just as the apostle Paul poured his life into Timothy, we look forward to the potential of investing in your future life and ministry. If you are accepted into the program, you can expect to be challenged and stretched in immeasurable ways.

Listed on the following page you will find a more detailed explanation of what the SALT Institute entails. If accepted, you will join eight to ten like-minded individuals who desire to be used by the Lord. Past SALT Institute participants are scattered all over the globe. Dozens serve in full-time ministry or as missionaries to foreign countries. Many fill lay leadership roles in churches. We look forward to seeing what the Lord has in store for you as well.



Please return the completed documents entitled "Application for the SALT Institute," "Character Qualifications Questionnaire," "Doctrinal Survey," and "Statement of Agreement." After your application is reviewed you will be contacted for an interview. This interview gives an opportunity to clarify items in the application and gives you a chance to ask any questions you might have about the SALT Institute. Thank you for taking the time to prayerfully review these application materials.

## Application for the SALT Institute

*Please Print Clearly*

Your Full Name: \_\_\_\_\_ Spouse: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_  
 Employer: \_\_\_\_\_ Job Title: \_\_\_\_\_  
 Work Address: \_\_\_\_\_  
 Work City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_  
 How long have you been employed with this company? \_\_\_\_\_  
 Home Phone: (\_\_\_\_) \_\_\_\_\_ Email: \_\_\_\_\_  
 Work Phone: (\_\_\_\_) \_\_\_\_\_ Cellular: \_\_\_\_\_  
 Birthplace: \_\_\_\_\_ Birthday: \_\_\_\_\_ Age: \_\_\_\_\_  
 U.S. Citizen?  Yes  No (if no, specify country of citizenship): \_\_\_\_\_  
 Marital Status:  Single  Married  Widowed  Separated  Divorced

If you are divorced, separated, or had an annulment of marriage, please give the date of the final decree and the grounds upon which it was granted:

### Education

List all schools attended after grammar school, such as high school, college, seminary etc.

School	City, State	From Year	To Year	Major	Degree

## Purpose

The purpose of the SALT Institute is to invest time in those who have been called to vocational Christian work, spiritual leadership, or have a burden to serve as a layperson in local church ministry. SALT stands for “Servant-Approach Leadership Training.” Jesus made it clear that leadership in the kingdom is different than leadership in the world. Christ-like leadership requires the approach of a servant. The SALT Institute provides an academic vehicle for burdened and motivated individuals to be equipped in a challenging environment with like-minded peers. This equipping focuses on:

- Handling the Word Accurately
- Biblical Philosophy of Ministry
- Practical Church Structure
- The New Testament Model of Discipleship

## Commitment

The time commitment involved is approximately six hours per week: two hours in an academic classroom setting at a specific time, one hour in small group time (usually several sessions to choose from), and at least three hours in reading and homework assignments. In addition, there will be two mandatory weekend retreats (at the beginning of the Fall and in early spring). Also, it is assumed that SALT Institute participants will plug into a place of Christian service. **Prayerful consideration should be given** before entering into such a commitment before the Lord (Ecclesiastes 5:4,5). If a participant perceives that it is the leading of the Lord to make such a commitment, they can **expect to be held accountable** to fulfill it. No discretionary absences are allowed, and only four unavoidable absences are permitted during the course of the year. Make-up assignments will be given for these.

## Qualifications

Applicants must demonstrate:

- Vision: a clear sense of calling to spiritual leadership
- Maturity: the character of a person who could be placed in a spiritual leadership role
- Faithfulness: the maturity to complete assignments and prepare for tests with integrity and diligence
- Availability: the ability to fulfill assignments and to attend the classes, small group sessions, and retreats
- Teachability: humble, not argumentative, and able to change when confronted with truth
- Harmony: Doctrinal agreement on the major issues outlined in our doctrinal statement

It is not a requirement that participants be members of the host church, or even be Baptist, so long as doctrinal beliefs are in agreement. It is permissible (and desirable) that they continue regular involvement in their home church, but faithfulness in SALT Institute activities and of assignments must be a priority.

Acceptance into the program is not guaranteed. It is contingent upon meeting the above qualifications, space availability, and the leading of the Lord. After your application is reviewed, you will be contacted for an interview.

## Cost

There is no tuition fee for participation in the SALT Institute, but participants can expect to spend close to \$150.00 over the course of the year on books, materials, and supplies. The majority of this will be due at the first SALT Institute retreat. There will also be some expenses associated with the retreats as well.

**References** (Please submit one reference for each category).

1. PASTOR/SUNDAY SCHOOL TEACHER/CURRENT SPIRITUAL LEADER

Name: \_\_\_\_\_ Length of Acquaintance: \_\_\_\_\_  
Address: \_\_\_\_\_ In what capacity?: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_  
Home Phone: (\_\_\_\_\_) \_\_\_\_\_ Work: (\_\_\_\_\_) \_\_\_\_\_

2. EMPLOYER (If unemployed, give the name of someone who is in authority over you now—such as a teacher)

Name: \_\_\_\_\_ Company: \_\_\_\_\_  
Address: \_\_\_\_\_ In what capacity?: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_  
Their Phone: (\_\_\_\_\_) \_\_\_\_\_

3. PEER/FRIEND

Name: \_\_\_\_\_ Length of Acquaintance: \_\_\_\_\_  
Address: \_\_\_\_\_ In what capacity?: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_  
Home Phone: (\_\_\_\_\_) \_\_\_\_\_ Work: (\_\_\_\_\_) \_\_\_\_\_

**Church & Spiritual Background**

1. What month and year did you become a Christian? \_\_\_\_\_
2. Name of church you attend: \_\_\_\_\_
3. How long have you attended that church? \_\_\_\_\_
4. Are you currently in good standing? \_\_\_\_\_
5. On a separate sheet of paper, answer all three of the following questions in a total of approximately 500 words or less. Please be sure to give the number and letter for each category in your biography (i.e., 5a, 5b, and 5c).
  - a. Tell how and when you became a Christian, your growth in Christ, and what He means to you.
  - b. Explain any Christian services you have rendered.
  - c. State your reasons for desiring to participate in SALT.
6. On a separate sheet of paper, answer all three of the following questions in a total of approximately 250 words or less. Please be sure to give the letter for each category in your biography (i.e., 6a, 6b, and 6c).
  - a. What are your spiritual gifts and strengths? Tell from experience how you are using them.
  - b. What are your weaknesses? What are you doing with them?
  - c. What is your parent's/spouse's attitude about your desire to participate in SALT?

# Character Qualifications Questionnaire

In evaluating a call to ministry and to spiritual oversight of others, it is vitally important to honestly look at one's character and to seriously reflect on the qualifications called for in Scripture. A serious evaluation of one's personal life is a safeguard for personal and corporate ministry. It provides a proper foundation for a ministry void of offense toward God and man, and it opens the way for a ministry that truly glorifies God and reveals the life and sufficiency of Christ for daily life. In light of these truths, please read through Titus 1:6-9 and then answer the following questions. (Answer them with the thought of predictability in your life, not perfection. Is this your *lifestyle*? That is, what normally characterizes you?)

1. **“BLAMELESS”**  Yes, my lifestyle is blameless  No  
One who is blameless walks with an unquestionable character. They are free from *unresolved* blame for wrongs. Any offenses committed have been cleared with the person who was offended. Their conscience is clear toward God, their wife, their children, their relatives, any work associates and neighbors. There is nothing in their life now that someone could scripturally point to as offensive or blameworthy.
2. **“THE HUSBAND OF ONE WIFE”**  Yes, I am a faithful husband  No  Not Applicable  
One who is the husband of one wife is faithful, loyal, and caring toward his wife. They are sexually pure and free of flirtatious attitudes and actions. They seek to keep their eyes and thoughts under control.
3. **“TEMPERATE”**  Yes, I am temperate  No  
One who is temperate is not given to excess. They do not have any area where they lack of self-control.
4. **“SOBER-MINDED”**  Yes, I am self-disciplined  No  
One who is sober-minded is self-disciplined and is willing to limit themselves for the benefit and service of others.
5. **“GOOD BEHAVIOR”**  Yes, I faithfully complete tasks  No  
One who is of good behavior is faithful in accomplishing tasks and orderly in their behavior.
6. **“HOSPITABLE”**  Yes, I am hospitable  No  
One who is hospitable is willing to meet the needs of others.
7. **“ABLE TO TEACH”**  Yes, I am able to teach  No  
One who is able to teach is a diligent student of the Word of God so that they may teach accurately.
8. **“NOT GIVEN TO WINE”**  Yes, I am free of substance abuse  No  
One who is not given to wine is free from substance abuse (drugs, alcohol, etc.). No substance would control them.
9. **“PATIENT”**  Yes, I am patient  No  
One who is patient bears with people and easily pardons human failure.
10. **“NOT A BRAWLER”**  Yes, I have a peaceful nature  No  
One who is not a brawler does not seek quarrels and is not argumentative.
11. **“NOT COVETOUS”**  Yes, I am free of covetousness  No  
One who is not covetous is free from the love of money and is free from the bondage to materialism.
12. **“ONE WHO RULES WELL”**  Yes, my family is well ordered  No  Not Applicable  
One who rules well has a well-ordered family. They maintain a godly family and have a godly testimony with others. They also care well for their family and their family's needs.
13. **“NOT A NOVICE”**  Yes, I am a mature Christian  No  
One who is not a novice is marked by a measure of maturity in character, speech, and actions. They are free from a lifestyle of pride, conceit, and vain boasting.
14. **“GOOD REPUTATION”**  Yes, I have a good reputation  No  
One who has a good reputation is well respected by non-Christians. They have an open, honest relationship with those in the community.

**Personal Background** (\*note – your application is kept confidential. If you prefer not to elaborate, you may explain verbally during your interview)

1. Since salvation, have you had any problems with substance abuse or addictive behaviors?  
(If yes, what kind and when?)  
 Yes  No
  
2. Since salvation, have you been convicted of any crimes (do not include minor traffic violations)?  
(If yes, give date, location, and disposition of the case)  
 Yes  No
  
3. Since salvation, have you participated in any immoral activity such as pre-marital sex, extra-marital affairs, homosexual activity, pornography, etc?  
(If yes, how severe, frequent, and recent was it?)  
 Yes  No
  
4. Since salvation, have you been treated for a nervous, mental or emotional disorder, or do you frequently experience depression, moodiness, or negativity?  
(If yes, what was the nature of the disorder?)  
 Yes  No
  
5. Have you ever been under church discipline from your present or a previous church?  
(If yes, what was the nature of the issue and how was it resolved?)  
 Yes  No

The following is the doctrinal position of the SALT Institute. Carefully read this statement. At the end you will be asked to sign that you have read it thoroughly and are in agreement. If there are any areas you do not agree with or have questions about, underline and initial these. You will be given a chance to express your views or ask questions during your interview.

## **GOD**

There is one true God, eternally existing in three persons—Father, Son, and Holy Spirit—each of whom possesses equally all the attributes of Deity and the characteristics of personality (Deuteronomy 6:4; Numbers 6:24–26; Isaiah 48:16; Matthew 3:16, 17; 28:18–20; John 14:16, 17, 23, 26; 15:26).

God is spirit. He is self-existent. He is infinite and eternal in His being, the creator and sustainer of all of creation, and is the redeemer of all who receive His Son, the Lord Jesus Christ, as Lord and Savior, and He is judge of all mankind. He is sovereign. He is complete and perfect in all His attributes (Genesis 1:1—2:25; Psalm 90:2; Exodus 3:14; Deuteronomy 33:27; Psalm 135:6; John 4:24).

God admonishes His people to assemble together regularly for worship, participation in ordinances, edification through the Scriptures, mutual encouragement, and for being equipped for service (Hebrews 10:25; Ephesians 4:11–16).

## **JESUS CHRIST**

Jesus Christ is God, the Living Word, Who became flesh through His miraculous conception by the Holy Spirit and His virgin birth. Hence, He is perfect Deity and true humanity united in one person forever (John 1:1, 14; Matthew 1:18–21 [Isaiah 7:14]; Luke 1:26–33, 35).

He lived a sinless life and voluntarily atoned for the sins of men by dying on the cross as their substitute, thus satisfying divine justice and accomplishing salvation for all who trust in Him alone (John 1:11, 12; 6:37; 8:28, 29, 36, 46; Luke 9:51; 10:17; Ephesians 1:4; Hebrews 1:1–3).

He rose from the dead in the same body, though glorified, in which He lived and died (Luke 24:36–42; John 10:17, 18; 20:19, 20; 1 Corinthians 15:1–34).

He ascended bodily into heaven and sat down at the right hand of God the Father, where He, the only mediator between God and man, continually makes intercession for His own (Acts 1:9–11; Colossians 3:1; Hebrews 7:25; 10:12; 1 Peter 3:22; 1 Timothy 2:5; Romans 8:34; John 2:1, 2).

Jesus Christ is the Head of the Church, His body, which is composed of all those, living and dead, who—starting at Pentecost—have been joined to Him through saving faith (John 1:11, 12; Acts 2:1–4; Ephesians 1:22, 23; 5:23; 1 Thessalonians 4:13–18).

## **THE HOLY SPIRIT**

The Holy Spirit is the third person of the Triune God. He is one in nature and essence with God the Father and Jesus Christ (Isaiah 48:16; Matthew 28:19; John 14:16, 17, 23; 15:26).

The Holy Spirit has come into the world to reveal and glorify Christ and to apply the saving work of Christ to men. He convicts and draws sinners to Christ, imparts new life to them, continually indwells them from the moment of spiritual birth, and seals them until the day of redemption. His fullness, power, and control are appropriated in the believer's life by faith (John 14:16, 26; 15:26; 16:7–11, 13–15; Romans 8:9; Ephesians 4:30).

There is only one "baptism" in the Holy Spirit, accomplished at salvation, whereby the believer is identified with Christ and is permanently and completely indwelt by His Spirit. There is no second act of grace or special anointing for releasing gifts or revelation. He fills and controls believers who daily are surrendered to Him (Mark 1:8; Acts 1:5; Luke 3:16; 1 Corinthians 12:13; Ephesians 5:18).

## **THE BIBLE**

The Bible—the sixty-six books of the Old and New Testaments—is the Word of God, and, as such, is verbally inspired, inerrant in the original autographs, authoritative, infallible, and wholly reliable. The Scriptures are the only guide and rule of faith and conduct for the believer (Matthew 5:18; John 10:35; 17:17; Psalm 119:89; 2 Timothy 3:16, 17).

Our responsibility is to learn them, obey them, and conform to their requirements in all of life. The Bible is God's final revelation to man. It is not to be added to, taken away from, or altered in any way (2 Timothy 3:16, 17; 2 Peter 2:21; Deuteronomy 4:2; Proverbs 30:5, 6; Revelation 22:18, 19).

## **MAN**

Man was originally created in the image of God. He sinned by disobeying God; thus, he was alienated from his Creator. The historic fall of Adam brought all mankind under divine condemnation (Genesis 1:26–28; 2:7, 16, 17; 3:6, 16–19, 23, 24; Romans 5:12, 17–19; 1 Corinthians 15:22).

Man's nature is utterly corrupted, and he is thus totally unable to please God. Every man is in need of regeneration and renewal by the Holy Spirit. Man has no possible means of salvation within himself through good works (Genesis 6:12; Romans 3:23; 5:12; 1 Corinthians 2:14; 1 John 5:19; Ephesians 2:8, 9; Titus 3:5; Galatians 2:16).

## **SALVATION**

The salvation of man is wholly a work of God's free grace and is not the result, in whole or in part, of human works or goodness or of religious ceremony. Salvation is received only through personal faith in the Lord Jesus Christ, through repentance and believing the gospel. God imputes His righteousness to those who put their faith in Christ alone for their salvation, and thereby justifies them in His sight (John 1:11, 12; 14:6; Mark 1:15; Ephesians 2:8, 9; Titus 3:5–7; Romans 3:20–28; 4:16–25; Galatians 2:16; 3:24).

It is the privilege of all who are born again of the Spirit to be assured of their salvation from the very moment in which they trust Christ as their Savior. This assurance is not based upon any kind of human merit, but is produced by the witness of the Holy Spirit, who confirms in the believer the testimony of God in His written Word (John 1:11, 12; 3:14–18, 36; 14:16; 5:24; Romans 8:16–18; Titus 3:5–7; Hebrews 13:5, 6; 1 John 5:11–13; Revelation 6:9–11).

## **THE CHRISTIAN LIFE**

Every believer is called to so live in the power of the indwelling Spirit that he will not fulfill the lusts of the flesh, but will bear fruit to the glory of God (John 15:16; Romans 12:1, 2; Galatians 5:16–23).

It is the will of our Lord that believers publicly affirm their commitment to Him and their identity with His people through obedience to His command to be baptized by immersion in water. This ordinance has no bearing upon salvation, but—as an act of obedience—is a logical consequence of salvation (Matthew 28:19, 20; Acts 8:36–39; Ephesians 2:8, 9; 1 Peter 3:21).

The Lord Jesus Christ commanded all believers to proclaim the gospel throughout the world and to disciple men of every nation. Fulfilling of the Great Commission requires that all worldly and personal ambitions be subordinated to a total commitment to "Him Who loved us gave Himself for us...[Titus 2:14]" (Revelation 1:5; Matthew 28:18–20; Ephesians 4:1–3; Colossians 1:10, 11; 1 Thessalonians 2:12; Philippians 2:3, 4).

## **THE CHURCH**

The church was founded at Pentecost with the coming of the Holy Spirit, and consists of all who have truly repented of their sins and have received the Lord Jesus Christ as personal Lord and Savior. The church is manifested as believers gather together for worship and service. The only members of the true church are those who are in Christ (Matthew 16:18; John 14:16; Acts 2:1–5; Hebrews 10:25; 2 Corinthians 5:17).

Jesus Christ is the head of the church, His body, and, as such, has sole authority over its functioning. He is to be obeyed in everything, since He is Lord of all (Ephesians 1:22; 4:15; Colossians 1:18; 1 John 4:2, 3; Romans 10:9, 10, 13; Acts 10:36; Philippians 2:11).

## **THINGS TO COME**

At physical death the believer enters immediately into the eternal, conscious presence of the Lord and awaits the resurrection of his body to everlasting glory and blessing (2 Corinthians 5:6–8; 1 Thessalonians 4:13–18; 2 Thessalonians 2:1–14).

At physical death the unbeliever enters immediately into eternal, conscious separation from the Lord and awaits the resurrection of his body to everlasting judgment and condemnation (Mark 9:43–48; Luke 16:22–24; 2 Thessalonians 1:6, 8, 9; Revelation 20:11–15).

Jesus Christ will return in the air before the great tribulation for His church, to take His own—the living and the dead—home to be with Him forever (1 Corinthians 15:51–58; 1 Thessalonians 4:13–18; 2 Thessalonians 2:1–10).

Jesus Christ will come again to the earth—personally, visibly, and bodily—to consummate history and the eternal plan of God (John 14:1–3; Acts 1:9–11; Matthew 24:30; 25:31–33, 41, 46).

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

## Received, Not Achieved

It is God and not mankind who initiates the ministry of an individual. A true minister is “called” by God before they are appointed by a church or an organization, but God’s calling is evidenced fully and finally through God providing them with a ministry.

## True Ministry Is Empowered by God, Not Man

True ministry is not the result of education, but transformation. Therefore, a seminary degree does not in itself qualify one for ministry, nor does the lack of it make one disqualified. True ministry is not the result of human striving, effort, or strategy, but of God’s moving and working in and through an individual’s life.

## All ministers are responsible to God for their faithful service

Although people may glorify a person for what God does through them, it is the responsibility of the servant of God to do everything in their power to draw attention away from themselves and focus it on God.

Commendation to the Gospel Ministry is a matter of great significance both in the life of the local church and in the life of the person being set apart for this ministry. In essence it is a recognition that God’s calling and gifts have been given to someone for the purpose of proclaiming the truth of the Word of Jesus Christ. Because this affirmation, if done with integrity, requires more than a cursory knowledge of the one being recognized, it is appropriate and right that the local church takes time for thorough oversight and proving of the individual. This process cannot be done hastily, since recognition by the church serves as a stamp of approval if you will, a visible means of saying, “We commend you to the ministry of God. We stand with you, we support you, and affirm your right to function in a position of leadership.” Therefore, applicants are considered for enrollment only after their calling by God is affirmed and evidenced. This is a process not a one-time event.

**THIRSTING:** The beginning point of the calling of God is *thirsting*. The calling of God begins with a longing, a thirsting to be used in His service.

**TRAINING:** The next step in the process is *training*. The New Testament makes it clear that ministry is no different than any other profession in its need for training and preparation. Ephesians 4:11-12 tells us that saints need to be “equipped” for the work of service. Anyone called must go through a time of preparation to sharpen their usefulness. This process doesn’t stop when a student graduates from the SALT Institute, but there is a defined level of acceptability.

**TESTING:** The third step in the process is *testing*. The called minister, concurrent with their training, should have opportunity to be tested in their service. They should prove themselves for a time serving under the leadership of others. This should also include evaluation.

**TRUSTING:** Finally, once one has shown themselves “approved” (see 2 Timothy 2:15), there comes a point of *trusting*, where they are entrusted to the ministry to which God has called them.

In light of this, the individual must . . .

1. Give testimony and show evidence of being born again (John 3:3,5-8; Titus 3:4-7; 1 Peter 1:22-23)
2. Show a predictability in their life that does not dishonor God’s word, and demonstrate a consistent and maturing walk with the Lord (1 Timothy 2:9,10; 3:11; Titus 2:2-5)
3. Agree with the “Our View of Ministry” statement of Woodland Park.
4. Agree to the doctrinal statement of Woodland Park.
5. Give evidence of calling, burden, and giftedness for ministry as well as the receiving of a specific ministry (Romans 12:6-8; John 3:27-28; Colossians 4:17).

# Statement of Agreement

---

1. I understand that the SALT Institute leadership and/or their representatives will review this application.
2. I have read and agree with the “Our View of Ministry” section, which summarizes the host church’s philosophy of ministry.
3. I desire training in ministry skills for future leadership. To that end, I will apply diligence in all SALT Institute projects and assignments. As part of my training I will seek to maintain healthy relationships with my fellow students.
4. I will be faithful and punctual in my attendance and completion of each assignment. I will adjust my schedule to make SALT Institute sessions a top priority. When an absence or tardiness is absolutely unavoidable, I will notify a staff member in advance whenever possible and take the necessary steps to catch up to the rest of the class.
5. I understand that this covenant is made before God and my fellow believers. I will allow the SALT leadership to confront me in love, for my spiritual well being, whenever I fall short of this covenant.
6. I realize that this application and this covenant cannot cover every aspect of the SALT Institute, and I may encounter some unexpected aspect in my training. However, having prayed and determined that this is God’s will in my life, I agree to submit, with an attitude of teachability, to the leadership of the SALT Institute staff.

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

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

Reviewed by \_\_\_\_\_ date \_\_\_\_\_  
Reviewed by \_\_\_\_\_ date \_\_\_\_\_  
Reviewed by \_\_\_\_\_ date \_\_\_\_\_  
Reviewed by \_\_\_\_\_ date \_\_\_\_\_  
Reviewed by \_\_\_\_\_ date \_\_\_\_\_