



House Mom Employee Application Full-time, 5 days per week (revised 1.16.17)

Dear Applicant,

Our inspiration as an organization is found in the words of Jesus Christ as recorded in Matthew 25. Please read it and the informational section below. Then, if you share our godly inspiration for ministry, you meet the qualifications and believe you can fulfill the responsibilities of being a House Mom, please prayerfully complete and submit this application.

“When the Son of Man comes in his glory, and all the angels with him, then he will sit on his glorious throne. Before him will be gathered all the nations, and he will separate people one from another as a shepherd separates the sheep from the goats. And he will place the sheep on his right, but the goats on the left. Then the King will say to those on his right, ‘Come, you who are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world. For I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you welcomed me, I was naked and you clothed me, I was sick and you visited me, I was in prison and you came to me.’ Then the righteous will answer him, saying, ‘Lord, when did we see you hungry and feed you, or thirsty and give you drink? And when did we see you a stranger and welcome you, or naked and clothe you? And when did we see you sick or in prison and visit you?’ And the King will answer them, ‘Truly, I say to you, as you did it to one of the least of these my brothers, you did it to me.’ “Then he will say to those on his left, ‘Depart from me, you cursed, into the eternal fire prepared for the devil and his angels. For I was hungry and you gave me no food, I was thirsty and you gave me no drink, I was a stranger and you did not welcome me, naked and you did not clothe me, sick and in prison and you did not visit me.’ Then they also will answer, saying, ‘Lord, when did we see you hungry or thirsty or a stranger or naked or sick or in prison, and did not minister to you?’ Then he will answer them, saying, ‘Truly, I say to you, as you did not do it to one of the least of these, you did not do it to me.’ And these will go away into eternal punishment, but the righteous into eternal life.”

Qualifications: You must be a Christian woman at least 21 years of age who is an active member of a Christian church or community of followers of Jesus Christ. It is our desire that your selection as a House Mom be based upon your maturity as a godly woman more than any other single criteria. Of course, God is the only one who can see someone’s heart but this extensive application reflects our desire to determine if your maturity and heart attitude give you the potential to be a House Mom for the girls He brings to our home.

Responsibilities: As a House Mom, we will ask to love and care for a group of extremely traumatized adolescent girls. You will be scheduled to work 5 days per week, typically 9 hours per day. The days and hours will be determined by our staffing needs and your preferences. We expect every House Mom to have daily prayer support from her church/community. In particular, each Mom should have at least seven people who are devoted to praying for her at least one day each week. Prayers on your behalf and by you are an essential part of your spiritual well-being. They are needed in order for you to minister fully to the girls you are serving.

Benefits: If you are selected to be a House Mom, we will commit to supporting you in love. We will provide you with training for your role as a House Mom, professional counseling and health benefits at no cost to you. Your salary will be \$1,800/month.



House Mom - Full-time

Your Information

Name	
Address	
City, State, Zip	
Phone	
E-mail	

Emergency Contact

Name	
Relation to you	
Phone	

Christian Church/Community Membership

Church Name	
Address	
City, State, Zip	
Phone	
Pastor's Name	
Phone	
E-mail	

References: We require at least 4 references from you and only one may be a member of your family. We will send an email questionnaire to each of them. Please explain this process to them so they will be prepared to respond in a timely manner.

A pastor or other person who is a spiritual leader/mentor to you

Name	
Relation to you	
Address	
City, State, Zip	
Phone	
E-mail	



Someone who has lived or is living with you, other than a family member

Name	
Relation to you	
Address	
City, State, Zip	
Phone	
E-mail	

Someone who knows you well, other than a family member

Name	
Relation to you	
Address	
City, State, Zip	
Phone	
E-mail	

Someone in your family who understands your desire to be a house mom

Name	
Relation to you	
Address	
City, State, Zip	
Phone	
E-mail	

Someone who has supervised you in a ministry role, if applicable

Name	
Relation to you	
Address	
City, State, Zip	
Phone	
E-mail	

Someone who has supervised you as an employee, if applicable

Name	
Relation to you	
Address	
City, State, Zip	
Phone	
E-mail	



This application is written humbly, with the understanding that we all have sinned and fallen short of the glory of God. The questions are designed to cause reflection and to prepare you for what is ahead in this ministry. Every member of our TDP family is a real person with struggles. We simply ask you to answer everything honestly to help yourself and our interviewers discern if TDP is the place where God wants you to minister.

Please answer the following questions in one paragraph each.

Who is Jesus Christ to you?

Briefly describe how you became a Christian. What are you currently doing to strengthen your relationship with Christ?

Why do you want to be a House Mom?

What gifts, skills or training do you have that you believe will help you be a House Mom?

What weaknesses do you have that you believe would pose a challenge for you?

What experience do you have working with or caring for girls between the ages of 10 and 17?

Please write the date you would be able to begin working with us: _____

Please indicate your work shift preferences below by circling all that apply.

I prefer to work: Weekdays Weekends Any days of the week are fine

I prefer to work: 7 am to 4 pm 2 pm to 11 pm 10:30 pm to 7:30 am Any shift is fine

Please list any days or times you cannot work: _____



Additional Questions – your answers will be kept confidential at all times

Do you have past or present experience with illegal drugs? If so, please explain.

What is your past or present experience with intoxication from alcohol?

What is your past or present experience with improper sexual behavior with another person of either gender, pornography or other sexual experiences?

Why do you believe God created sexuality and in what context is it proper?

As an adult, have you ever been accused of or participated in sexual behavior with a child or minor, sexual misconduct with someone you were helping or sexual harassment? Please explain.

Were you ever a victim of abuse or molestation? If yes, then please explain if you feel comfortable doing so. During the interview process, we may ask further questions about this experience and the healing you have experienced. We are extremely sensitive about this type of question and respect its confidential nature. This is a very important part of your own healing; to share this story. We have many wonderful and trusted abuse survivors who serve at TDP.

Do you have any outside commitments that would limit your availability for fulfilling the responsibilities of this role? Please explain.

Are there any factors or conditions that may limit your ability to perform, with or without reasonable accommodations, the duties and functions of this role?



The Daughter Project At-will Employee Statement

ALL EMPLOYEES OF THE DAUGHTER PROJECT (TDP) ARE AT-WILL EMPLOYEES WHO SERVE AT THE PLEASURE OF THE EXECUTIVE DIRECTOR OR HIS OR HER DESIGNEE. THIS MEANS THAT EITHER THE EMPLOYEE OR THE EMPLOYER MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME FOR ANY REASON EXCEPT AN ILLEGAL REASON. NOTHING IN THIS DOCUMENT, THE DAUGHTER PROJECT EMPLOYEE MANUAL, JOB DESCRIPTIONS OR STAFF EVALUATIONS IS INTENDED TO CREATE A CONTRACT OR CHANGE THE AT-WILL RELATIONSHIP BETWEEN TDP AND ITS EMPLOYEES.

Candidate Agreement & Signature

By signing this application, I affirm I have read this document in its entirety and all my answers are true and complete. Moreover, I understand if I am selected to be a House Mom any false statements, omissions or other misrepresentations made by me on this application or during the interview process, may result in my immediate dismissal. Lastly, I give The Board of Directors of The Daughter Project permission to perform a criminal background check and any other security-related investigations in order to verify my fitness to serve as a House Mom.

Applicant's signature _____ Date _____

Spiritual Leader/Mentor (from page 2) Review & Recommendation

I have reviewed the applicant's responses and recommend they continue the interview process.

Spiritual leader/mentor's signature _____

Mail your completed application, with a copy of your resume, to:

The Daughter Project
PO Box 255
Perrysburg, OH 43552



The following questions and their explanations come directly from one of our training resources, *Princess Found: A Guide for Mentors of Sexually Exploited Girls* by Steven R. Tracy and Celestia G. Tracy. Please reflect on this information as these concepts are part of our interview process. **You do not need to answer these questions as part of this application.**

Have you sought help to heal from your own abuse or pain? It is necessary to have experienced our own healing in order to be equipped and stable while guiding others through their healing. We cannot help another feel pain if we have not felt our own. The well of comfort from which we draw, as mentors, is the well of comfort we have received from God and others.

Have you worked hard on your own personal recovery? The process of healing is painful and requires rigorous honesty, vulnerability and humility. It is a difficult journey but a necessary one if we desire to be a mentor to others.

Have you identified your losses and grieved them? Abuse robs us of many things that must be identified and felt. We cannot mentor another with something we have not done ourselves.

Have you identified your own sinful responses and repented? Hurt people hurt people. Part of the healing process is asking God to reveal our own hurtful responses to the pain inflicted upon us and to turn from those wrong responses. In recovery we learn new and healthy ways to respond to our pain with Jesus as our example. As mentors, we model and demonstrate healthy responses to painful events. We inspire others to choose healthy ways of dealing with pain and conflict. A sinless life is impossible to attain and, thankfully, not a requirement for mentoring. Honesty about our own destructive patterns creates a realness and authenticity in the caring relationship and protects it from self-righteousness.

Can you talk comfortably about your weaknesses? We can only help others to the extent that we are willing to share our own shameful behaviors and pain in an open and vulnerable way. If we are not willing to share the painful and less attractive parts of our story, God is not glorified – we are. We will only help others experience freedom from shame as we show how God is freeing us.



Are you struggling with an alcohol or drug problem? Are you struggling with an addictive behavior? Compulsive and addictive behaviors are fed by underlying pain. This pain must be faced in order to experience healing. Compulsions and addictions keep us from being fully present for others. Because mentoring can be emotionally intense and painful at times, we must have healthy strategies in place for dealing with our own pain. Mentors are to model healthy choices for others. This requires absolute sobriety.

Are you currently in an abusive relationship? The book *Mending the Soul: Understanding and Healing Abuse* explains how abuse destroys. If you are in an abusive relationship, you are not in a place where you can focus properly on others. Christ desires your safety and healing first, before you try to offer help to others.

Are you currently in a life crisis? Mentoring requires energy, stamina and time. It is critically important that you evaluate your reserves and resources before promising to mentor others. Sexually exploited girls have been devastated by broken promises and relationships. It is imperative to evaluate yourself carefully so that you can deliver more than a promise.

Do you desire to help others in order to feel good? Helping others heal feels good – especially when we see lives transformed and positively changed. However, if we need to experience “success” in order to feel good about ourselves, then we are not ready to mentor. There will be times when we will feel discouraged and extremely ineffective in this role. If our motivation is to feel good, we will burn out quickly.

Are you interested in helping others to make amends for your past? If you are experiencing guilt over past choices and your desire to mentor is to make amends for your own shameful history, you will be ineffective and possibly harmful as a mentor. God’s desire for you is to make amends for your past directly with the ones you have wronged. Only after you have done that will you be freed to focus on the girls whom you are seeking to love.

Do you have a strong support network? Mentoring traumatized girls will require much of your heart. At times you will become discouraged, feel ineffective, carry intense anger and feel extremely sad. You will need breaks and a solid self-care protocol in order to sustain the compassion fatigue that is endemic to this ministry. It is best to build a solid network of loving and wise people to support you before beginning a mentoring relationship.



Do you have a humble, teachable spirit? Walking alongside another in a healing relationship is the most sacred role we can take in another's life. It is imperative that we have a healthy sense of our unworthiness for this process and to humbly embrace our shortcomings. The safest relationship we can offer is one in which we come up underneath another to help that person heal. We must demonstrate a positive respect for the personhood of others, no matter where they are or what they have done. We must see them as God sees them: made absolutely unique in His image. If we do not have this sense of awe in the presence of the survivor, it is best not to establish the relationship in the first place. They will know what you think of them, no matter how much you think you have hidden it. God is the one to give you His 'eyes' of love.

Do you have sufficient time to devote to a ministry of this kind? A mentoring relationship takes time. You will be called at various times of the day and night and will be asked to assist with all sorts of things that will probably cause discomfort. Take careful inventory of the time you have to give as a mentor and share this at the beginning of the relationship. It will be helpful to discuss the nature of your relationship and the type and amount of support you are prepared to give. This will facilitate clearer boundaries and expectations at the onset of the relationship so that safety and trust can be established. Remember, it is important to over-deliver rather than promise more than you can actually follow through with consistently.

Some of the functions you will be asked to perform include:

- Assist with interview of referrals and intake of youth
- Collaboration with Program Director on Individual Service plans
- Daily care of youth
- Supervision of youth and implementation of our phase system
- Maintain a daily schedule, manage the functioning of the home; plan and cook meals, do laundry, housekeeping, operate within a budget, etc.
- Teach youth life and social skills
- Provide transportation for youth for all appointments and recreational activities
- Schedule necessary appointments for youth in coordination with Program Director
- Maintain contact with school to monitor youth's progress
- Completion of various documentation
- Plan and participate in recreational outings for youth