



House Mom Employee Application Night Shift - revised 7.24.17

"...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.'" - Matthew 25

We encounter need every day: opportunities to submit to the command we are given by Jesus. Not to merely feel compassion for people but to reach across to their circumstances and lift them up—give them hope.

To love.

At TDP, this is what we strive to do. As a 24/7 recovery home for commercially, sexually exploited girls, the greatest tool we have is unconditional love. Your ability to represent this Christ-like love to our girls will be the most highly prioritized qualification in your candidacy. Please thoughtfully and prayerfully consider all the items in this application. Then, if you believe God is calling you to join our family as a House Mom, complete and submit it to us.

Qualifications:

- You must be a Christian woman at least 21 years of age.
- Active member in a Christian church or community of followers of Jesus Christ.
- High school diploma.
- Knowledge of complex trauma preferred.
- Experience working in a diverse group setting.
- The ability to work collaboratively with a wide range of people.
- Awareness of the dynamics of abuse and its effect on youth preferred.
- Skills in conflict resolution and de-escalation.

**Responsibilities:**

- Working with the team of House Moms to facilitate daily functioning of the home including cooking meals, cleaning house and daily yard work.
- Supporting educational efforts in coordination with education director and tutors.
- Transporting youth to appointments and activities.
- Managing self and interpersonal staff relationships.
- Engaging in meaningful relationships with youth.
- Maintaining household expectations and values.
- Participating in decisions regarding care of youth.
- Planning and participating in programming and activities for youth.

Expectations:

- Spiritual Support—We expect every House Mom to have daily prayer support from her church/community. Prayers on your behalf and by you are an essential part of your spiritual wellbeing, and are needed in order for you to minister fully to the girls you are serving.
- Availability—As a 24/7 recovery home, we have unique staffing needs. Our schedule will not reflect a typical 40-hour workweek. While we are willing to make accommodations, consistent care for our girls is our priority so we desire flexibility in availability from our employees and volunteers. As a Night Shift Mom, you will most often work 4 days per week, 10:30 pm to 8:30 am.
- Commitment—Life is full of conflicting interests. It is best if our employees refrain from any other fulltime commitments at another workplace or college. We also ask that you thoughtfully consider the effect being a House Mom will have on your familial commitments. Being a Mom requires a more than average amount of emotional energy. Consider how you will manage this job in addition to other commitments.
- Consistency—The effects of separation on traumatized youth are great. Therefore, it is our desire that our employees and volunteers intend on serving for at least one year. By becoming a House Mom, you are stepping into a girl's life—consistency speaks more than your words ever will.
- Christ-like Love—None of us can live and display this perfectly but it is the foundation of what we do. Your relationships with your fellow House Moms, other staff, volunteers and the girls all depend upon a culture of sincere, Godly love.



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.

This application is written humbly—every member of our TDP family is a real person with their own weaknesses. We simply ask you to complete this application honestly in order to help yourself and our interviewers determine if TDP is the best place to apply your strengths. The questions are designed to cause reflection and to prepare you for what is ahead in this ministry.

Please answer all of the following questions in typewritten format.

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 are some personal struggles that may affect your ability to work in this environment?

What experience do you have working with or caring for girls aged between of 10 & 17?

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

Indicate your work shift availability below by circling all that apply.

I am available to work: Weekdays / Weekends / Any days of the week are fine

List any days or times you cannot work: _____



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.

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?



House Mom – Live-in

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 four 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	



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 5) 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 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.