ONELINK INTERNATIONAL

A GUIDE TO THE NEW APPLICATION PROCESS

2021-2022

Table of Contents

Our staff is committed to helping you as you participate in the process of evaluating your students' readiness to serve. The included material is designed to be used as a reference both before and during the student application reading and evaluation process. Some of the material in this guide is taken directly from our previous OneLink International Reading and Selection Training Guide. For partners who have used this resource in the past, please note that we made significant updates to our application process in the summer of 2019 and the previous guide does not reflect current OneLink policy and process on reading applications and selecting students for service.

The harvest is plentiful, but the laborers are few...

And raising a laborer takes a lot of people, and a lot of prayer.

For more than 25 years, OneLink International has partnered with campus ministries across the United States. We work together to train students who are ready to serve and join overseas partners in accomplishing their strategic goals.

We partner because we all have a part in the raising up of laborers. We believe this begins foremost with the campus ministry and the years of investment students receive from their leaders there. OneLink joins in that work by helping to mobilize and train students for greater impact overseas. Our role begins as we help you mobilize students to apply for service with OneLink and continues through a student's return from their project and as they are considering their "next steps."

We are, in other words, deeply committed to helping you nurture and raise up life-long laborers in the harvest.

This work is not ours alone though. It cannot be accomplished without the help of a mighty God and a family of partners, supporters, and volunteers who are passionate about seeing the name of the Lord be praised everywhere under the sun (Psalm 113:3). Together, we are investing in the next generation of gospel proclaimers who will take it there.

Participating on a OneLink team provides students both a practical opportunity to engage in cross-cultural ministry, as well as a transformative experience that can inform their future calling. We pray that students who serve will be profoundly changed by their training and service overseas, ultimately becoming people who spend the rest of their lives joyfully serving our King.

Our greatest desire is that this process will not only impact students' lives, but that it will lead to a great harvest among those who do not know Jesus as Lord and Savior.

So together, we work – praying, sounding the call, and preparing students to laborer in the waiting fields. As we do so, let's commit to love each other well and trust the Lord, as He makes His name renowned and known among all peoples!

Key Terms

Stateside Partners: Campus ministries, campus ministry staff members, churches, or any individuals that partner with OneLink to send students overseas.

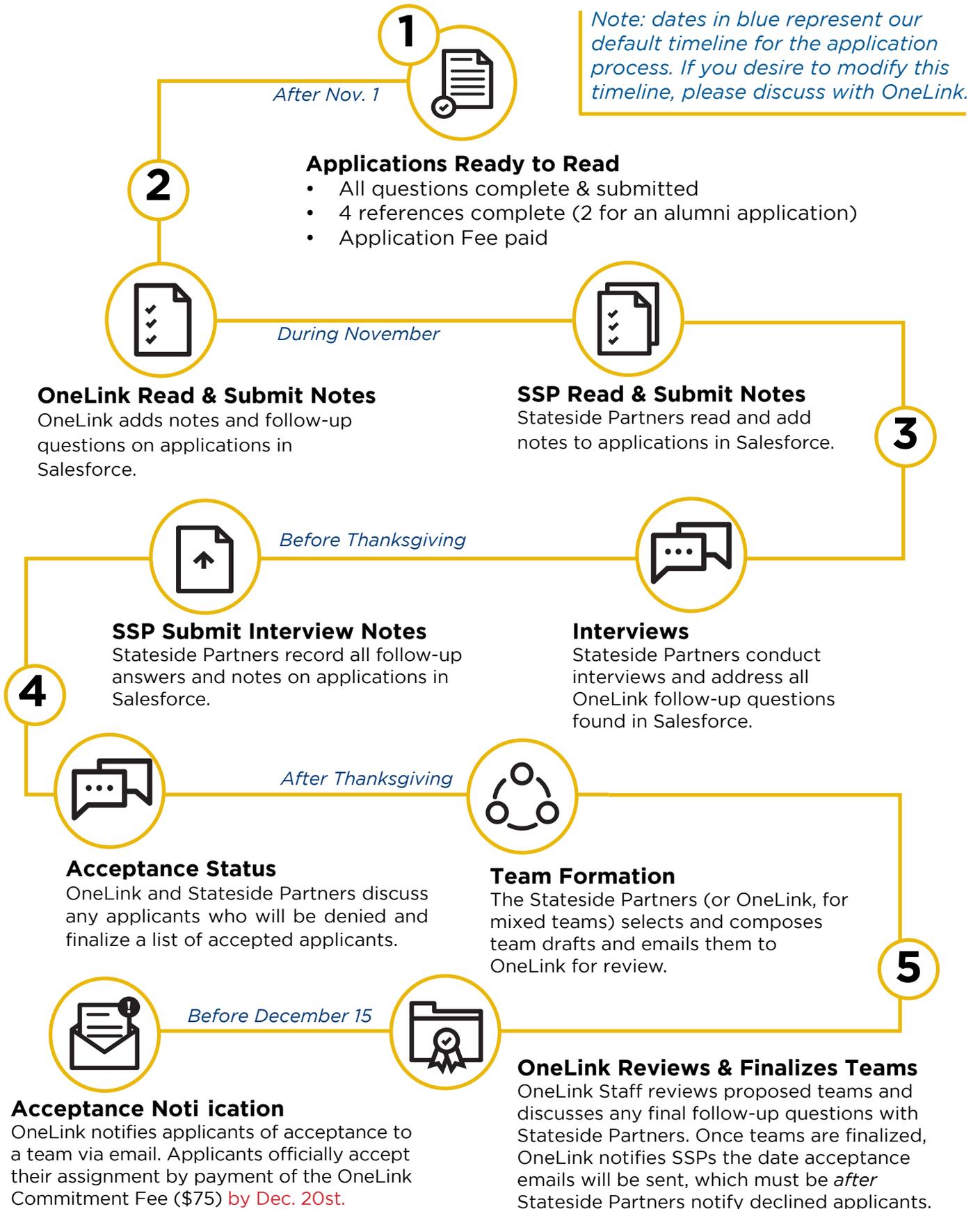**Overseas Partners:** Long-term missionaries who host student teams overseas.

OneLink Values: A set of eight core values we have developed to guide our train-ing and selection process.

"O-Week"/ OneLink Training: All OneLink teams will attend an intensive week of training shortly before departing to serve overseas. This is known as "O-Week" in the Central Region, "Go-Week" in the Southeast Region and "Co-Week" in the West Coast Region. In addition to this, OneLink provides a separate weekend training for Team Leaders (TLT), as well as required online lessons to help students prepare for their trip.

Salesforce: An online contact/data management system OneLink uses to process student applications.

Overview

A Quick Guide to Each Step of the Application Process

1

After Nov. 1

Note: dates in blue represent our default timeline for the application process. If you desire to modify this timeline, please discuss with OneLink.

Applications Ready to Read
- All questions complete & submitted
- 4 references complete (2 for an alumni application)
- Application Fee paid

2

During November

OneLink Read & Submit Notes
OneLink adds notes and follow-up questions on applications in Salesforce.

SSP Read & Submit Notes
Stateside Partners read and add notes to applications in Salesforce.

3

Before Thanksgiving

SSP Submit Interview Notes
Stateside Partners record all follow-up answers and notes on applications in Salesforce.

Interviews
Stateside Partners conduct interviews and address all OneLink follow-up questions found in Salesforce.

4

After Thanksgiving

Acceptance Status
OneLink and Stateside Partners discuss any applicants who will be denied and finalize a list of accepted applicants.

Team Formation
The Stateside Partners (or OneLink, for mixed teams) selects and composes team drafts and emails them to OneLink for review.

5

Before December 15

Acceptance Noti ication
OneLink notifies applicants of acceptance to a team via email. Applicants officially accept their assignment by payment of the OneLink Commitment Fee ($75) by Dec. 20st.

OneLink Reviews & Finalizes Teams
OneLink Staff reviews proposed teams and discusses any final follow-up questions with Stateside Partners. Once teams are finalized, OneLink notifies SSPs the date acceptance emails will be sent, which must be *after* Stateside Partners notify declined applicants.
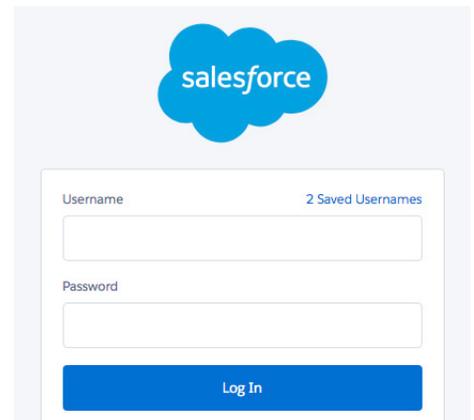
Application System
A Quick Guide to Accessing, Reading, and Adding Notes to Applications

Our new application system has two components - the front end where students will apply, and a back end system where both OneLink and Stateside Partners will be able to access and read applications, as well as communicate about any information that needs to be clarified with individual applicants. This system is called Salesforce. Stateside Partners will be given access after they have signed and returned the Confidentiality Agreement to OneLink.

Step 1:
Log in to Salesforce

- Go to **https://login.salesforce.com**
- Enter username & password

Note: for login credentials, email office@onelinkinternational.org

Step 2:
Find Your Campus Applications

- Click **Applications** tab
- Click **START HERE**
- Click your university name in the drop down menu

Under the first column, **APP DETAIL,** click the applicant name (blue link)
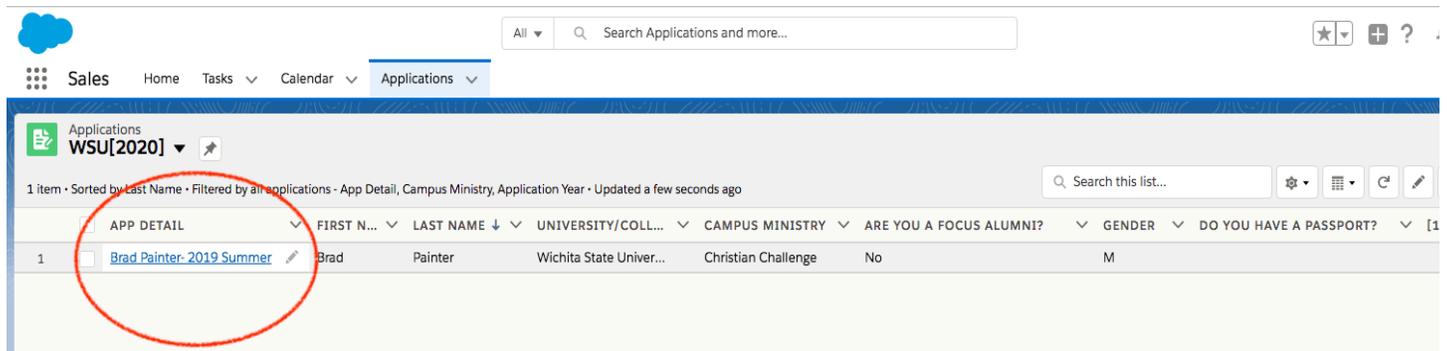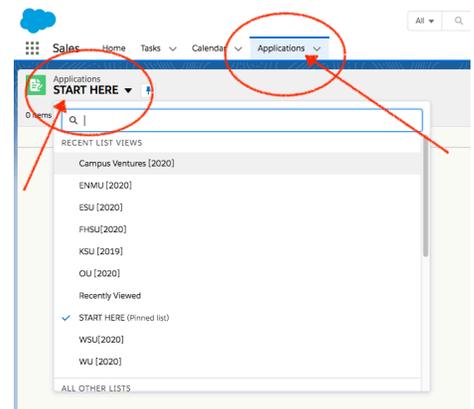
Confidentiality Note:
Due to the personal nature of the questions that applicants are asked, please *do not* read an application of a student who is not from your campus. The only exception is if you have a student applying for one of your projects who is not from your campus, or in the case of mixed teams with students from multiple campuses. In this case, please let the OneLink staff know, so that we can ensure these applicants will show up under your campus list also.

Application System Cont.
A Quick Guide to Accessing, Reading, and Adding Notes to Applications

Step 3:
Make Notes & Answer Questions

Once inside the application, you can view the top two sections labeled OneLink STAFF ONLY to see if the OneLink staff have read the application yet, and to view their initial notes. The next three sections labeled FOR CAMPUS MIN. STAFF are for you (and a second reader if necessary) to edit. Please update these fields as you read the application.

To update fields, click on the pencil in the top right corner of the field.

Key Information You Add:
- **Your Name**: whoever is reading the application
- **Your Status**: where you are in the process with the applicant
- **Your Initial Rating**: Send/Stay/ Bubble before interview
- **Your Intitial Evaluation Notes:** Your brief summary notes on the applicant before interview

Note: Don't forget to click 'SAVE' when you make a change

Step 4:
Post Interview Notes

The third section you can edit, titled FOR CAMPUS MIN. STAFF-Interview Related, contains three fields. The first will have any specific follow-up questions OneLink has that must be answered in the interview process. An applicant will not be approved for service until all of these questions have been answered. The second two fields are where you can edit and enter the answers to follow up questions and any further notes you have on an applicant *after* you interview them.

Application Reading

Beginning with the section titled 'Information,' all of the sections below (until References) are the applicant's answers. Please read the Step-By-Step Reading & Selection Guide in the following pages for a detailed walk-through of how to read applications and process the information you are reading.

Quick Tip:
Application questions are summarized. If you would like to see the entire question the applicant responded to, or clarify what a field is for, click the little 'i' icon next to a question.

Assessment
A Quick Guide to the Applicant Assesment and Team Formation Process

Application
Reader
Evaluation Notes
Initial Assesment by Readers
Interview
Send
Bubble
Stay

Evaluation

Doctrine
Evangelism
Devotional
Emotional/Spiritual Maturity - Past Hurt
Emotional/Spiritual Maturity - Sin
Social Maturity
References
Notes

Interview Questions

- Timeline of history regarding walk with Jesus, sin, past hurt, medical issues.
- Follow-up on medical issues: allergies, medications, disabilities, etc.
- Clarifaction of doctrine and/or ability to articulate the gospel.

Assessing with other Readers

- References are key in applications: they give you an inside look into the student's life.
- Listen carefully to other readers: read as carefully as you can, we all bring bias to the reading process - learn other readers bias.
- Take good notes as you read.

Send

OneLink and Stateside Partner believe they will do well on a team. Consider:
• Team Leader Potential?
• What will student bring to the team?
• How 'strong' is the student?

Stay

Student is denied for service this year, either by decision of the Stateside Partner or OneLink. Helpful phrases to use when informing students:
• "We would love for you to apply again after a year focused on personal growth."
• "We recommend you do_____ this summer to help you grow in your faith."

Bubble

Student is not a clear "Send" (Yes) or a clear "Stay" (No).

OneLink and Stateside Partner will begin a dialogue about whether to send the student. If, at the end of this dialogue, either side does not feel like the student should go, then they will be denied and asked to wait a year. If both sides agree that the student should be sent, then they will be assigned to a team.
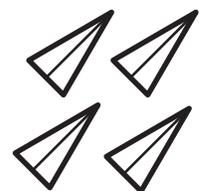
Team Formation

For teams comprised of students entirely from one campus, Stateside Partners (the campus ministry staff) will have the final say on which team students are placed, team leader selection, and overseas location. For mixed campus teams, OneLink will have the final say on team placement, team leader selection and overseas location. In both cases, dialogue and feedback between OneLink and Stateside Partners will take place before final decisions are made. When composing teams, consider how students who were considered "on the bubble" but have been accepted could still effect the overall health of the team.
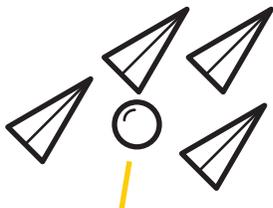
Adding a student who was "on the bubble" could make the team weaker or stronger as a whole. Their weaknesses could balance out with other's strengths, so that this individual does not negatively effect the overall team health.
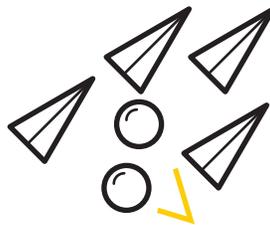
Adding multiple students who were considered "on the bubble" is a possibility, but consider if this would be a burden to the chosen team leader and be aware of multiple people on a team with similar struggles or backgrounds.

A small team without those considered "on the bubble" may be the strongest team and may be the best option for serving Overseas Partners in more difficult locations.

Step-By-Step
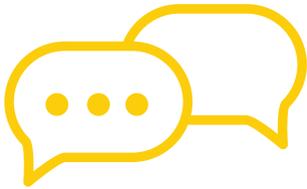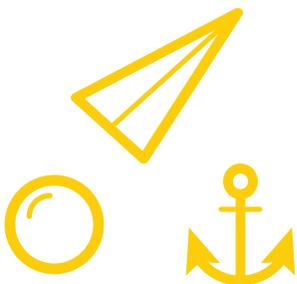How to Read Applications, Asses Applicants, and Form a Team

1 **Reading the Application**

2 **Evaluating the Application**

3 **Assessing with other Readers and Preparing for Interviews**

4 **Selecting and Forming the Team**

1 Reading the Application

Please pray as you begin reading applications, asking God for wisdom and discernment. We all need His guidance as we read about someone's life and relationship with Him. Pray about what needs clarification in the student's life and about how to ask those questions in an interview. Our approach to reading applications should be redemptive, full of gentleness and focused on hope in the gospel.

Questions to Consider When Reading

You don't need to answer all of these questions for each applicant. Rather, these are examples of what to consider as you read, to help you understand what our staff looks for as we read applications and what comments or insights from you will be helpful as we consider placing a student on a team.

Would I want this person on my team? Consider this from the angle of being the team leader yourself and the team being comprised of only students.
It is easy to think, "Oh, they'll probably do fine," but, we tend to evaluate a student differently when we consider ourselves on the team with them. Every person has sin in their lives, but do they have an appropriate view of their sin or struggles, balancing grace and the need for change? Are they on the road to victory? How do their strengths and weaknesses affect others?

What will they add to the team?
What positive personality traits or spiritual strengths do they bring that will be a blessing to their team, the Overseas Partner and/or their national friends?

What risks or drags do they bring to the team?
What negative personality traits or spiritual weaknesses will they bring to the team? What will be challenging about teaming with this person? Do the positives they bring to the team outweigh the negatives?

What is this student's visible track record?
Are they already living out the OneLink values? Have they shown that they can handle the respon-sibility that comes with serving on a OneLink team?

Key Points to Remember When Reading

- **What picture do the references paint?**
  References can give key insight to the applicant's life. Pay attention to how recently and how well they know the applicant.
- **What should you be asking for more clarity on in the interview?**
  It is vital that we get clear answers on issues such as medical conditions, view of baptism and other key Christian doctrines, battles with sexual sin, etc. This often means asking the student direct, difficult questions.
- **Would this applicant do well under stress?**
- **Have I recorded notes in Salesforce?**
  Use the "Evaluation of Applicant- Notes" field in Salesforce, and/or your own separate document to take good notes as you read. Jot down impressions, questions, kudos or concerns.

2 Evaluating the Application

At the top of the application on Salesforce, you will see a section entitled: "FOR CAMPUS MIN. STAFF." There are two sections for campus staff reviewers, in order for more than one person from your staff to read and evaluate the application, as needed. In this section there is a field labeled: "Evaluation of Applicant- Notes." Please list your thoughts and concerns about the applicant in this field. Try to be as succinct and specific as possible in your evaluation. Once you have completed reading the application and references, please give the student an overall rating in the "Initial Rating of Applicant" field. This does not represent a final decision on whether the student should serve overseas or not, but is merely your initial thoughts on this subject.

Areas to Consider and Note When Reading:

Doctrine (Doc)
How do they understand doctrine, such as their view of God, the Bible, baptism and salvation?

Evangelism (Eva)
How well do they communicate the gospel in 4 sentences? Are they actively sharing their faith and in what way (i.e. relationally, cold-turkey etc.)?

Devotion/Walk (Dev/Walk)
How healthy is their walk with God? Do they meet with Him daily and are they living in community?

Emotional/Spiritual Maturity Regarding Past Hurt (Mat Hurt)
Do they communicate clearly any hurt they may have experienced? What is the timeline of past hurts, trauma, or abuse and how have they dealt with it? Look specifically for if they have experienced significant healing and how these life experiences impact their life today. You can evaluate these things by considering:
- Is their hurt spilling into their life and relationships? (References will be key here)
- Do they have healthy relationships/friendships?
- Do they seem to be able to handle conflict in a mature way?
- Do they seem like they are others-focused?

Emotional/Spiritual Maturity Regarding Sin (Mat Sin)
How maturely have they dealt with sin in their life? Are they aware of their sin? Does there seem to be clear evidence of traction in a new direction away from sin?

Social Maturity (Soc Mat)
How well do they get along with others? Are they others-focused? How do they do with the opposite gender?

References (Ref)
What do their references say about them? How do their references view them?

Record Your Observations
- The Salesforce field labeled, "**Evaluation of Applicant-Notes**" is for you to briefly record your thoughts, comments, recommendations and notes to remember for an interview.
- Don't forget to put a rating in the field labeled, "**Initial Rating of Applicant**."
- Please indicate that you have finished reading the application by changing the status in the "**App Reader- Status**" field.
- After the interview, you will put additional thoughts in the field "**Notes from Interview**."

3 Assessing with other Readers and Preparing for Interviews

Once all applications have been read by your staff, you should set a time to discuss each applicant. All readers should have the opportunity to review others' notes and begin composing interview questions for the applicant.

- Listen to fellow readers. We all bring a certain bias to evaluation process, that is why we have multiple reads on an application.
- As a staff, talk through your initial recommendations and comments on students.
- Start to gather and form any follow up questions to be asked in the interview.
- Review and ask any questions from OneLink International. To do this you will log in to Salesforce and find the section on the application labeled *'FOR CAMPUS MIN. STAFF - Interview Related*' and look at the questions under *'Follow-up Questions from OneLink*.'

Questions to evaluate Medical and other yellow/red flag topics:
- Clarify the timeline of events
- Are they professionally or self diagnosed?
- What are the triggers?
- What is their current condition?
- What do their worst days look like? Do they hide, shutdown, become aggressive?
- Will a doctor's release be necessary?

Words in application that spark attention and require follow up:

"Addiction"	"Suicide"	"Seizures"	"Cutting"
"Eating disorder"	"Depression"	"Rebellion"	"Sarcasm"
"Aggression"	"Abuse" (of any kind)		

Medical Conditions that require follow up:
Allergies
- What kind? How severe? What would this look like overseas? Can they still be healthy overseas with the cultural diet?
- How severe are the allergies? Do the students have a good handle navigating the allergies? Note: We do not provide alternate meals at Orientation Weeks.
- Have they been prescribed and do they currently have an Epipen?

Medications & Prescriptions
- What are the side effects of the medications?
- Will they be able to aquire enough for the duration of the project?

Disabilities
- Can they go long periods of time walking, sitting, and carrying light to medium loads?
- Does their disability hinder the applicant's ability to travel?
- Is the disability an injury or permanent condition?

Seizures
- When was the last known seizure?
- What prompts seizures? Stress? Diet? Sleep?

Interview Points to Remember
- Don't be afraid to ask hard or personal questions. Bringing sensitive issues into the light is not only vital for selecting students, but is an invaluable part of their discipleship process.
- Address all follow up questions from OneLink International.
- Record ALL follow up answers and notes into the appropriate fields in Salesforce.
- OneLink may request a doctor's release in order for applicant to participate in Orientation Week.

4 Selecting and Forming the Team
"Send," "Stay" and "Bubble"

Taking information from the application and the interview, it is now time to weigh all given information and compose a team. After the interview there may be some applicants who are a clear "Send" and those who are a clear "Stay" (as determined in cooperation with OneLink Staff). There will also be those who are questionable, who are not a clear "yes" or "no." We refer to these applicants as "on the bubble." For students in this category, a dialogue will need to take place with OneLink on whether they should serve overseas (with both sides having veto power).Please do not begin to form teams until all of your students' acceptance statuses have been finalized. Once a decisions has been made about each student, the team formation process will begin.

Factors to Consider
The student's stated preference on where to serve
For ministries filling multiple teams, asking the student's location preference is a good starting place. We know God speaks to students, and it is important to listen to what He might be saying to them. You may also consider if their parents are resistant toward any certain location.

Team dynamics and team health
Team health should ultimately trump personal preference on location. Consider how the mix of personalities will work together. Think about whether a student team leader can successful guide this group of students.

Selecting Team Leaders
Strong leaders give more flexibility for the kinds of teams you can build around them.
- Stronger leaders can handle more inexperienced team members
- Less experienced leaders will need a few solid/experienced team members to support them.
- Team members who are older (mid to late 20's) and/or more experienced, may require a stronger team leader.

For teams that will include both a team leader and assistant team leader, consider how their gifts and experiences compliment each other. Including:
- Age
- Character
- Reputation among the ministry
- Decisiveness
- Charisma
- Shepherd's heart
- Walk with God
- Experience (leading small group, overseas, etc.)
- Deal well with conflict
- Ability to read a situation and act (R/A model)

Forming the Team
- Look at the team as a whole...how strong are they?
- Look at the leaders in light of the proposed team members...are they being set up for success?
- Are there any teammates who were previously "on the bubble"? How could this affect the team?
- Do multiple people have the same or similar struggles? Could this overwhelm the team leader?
  - How current are those struggles? Do they have track record of overcoming these struggles?
  - Be careful about putting multiple people on a team who have depression or abuse in their background.

Appendix

OneLink Selection and Team Formation Philosophy

The Benefits of Partnering in Selection
Working Together for Greater Impact

For many years OneLink alone determined whether or not a student was ready to serve overseas. While, we have always sought the input of our campus partners in making these decisions, our staff took on the primary responsibility of evaluating and vetting students. As our ministry has grown and campus ministers have gained more and more experience sending students overseas, we have come to believe that the most effective process for selecting students for service overseas happens as OneLink works in closer cooperation with the campus ministry staff. Here is why it is vital for you to engage in this process with us:

The campus ministry staff has a greater opportunity to impact students' lives as they read applications and conduct interviews.
- The interview process provides a platform to speak directly and lovingly into a student's life, as well as a first step in the process of helping them deal with sin or immaturity. This impact is far greater than any OneLink staff could have over the phone.
- Stateside Partners, in most cases, already have a relationship with the student.
- Stateside Partners know of local resources available to students to promote growth in Jesus or continued healing from past/current hurt.

It deepens community and communication.
- This process increases commitment and communication between the Stateside Partner and OneLink.
- Involvement in reading applications gives the campus ministry staff a deeper connection and commitment to their partners overseas. By sending mature, qualified students, you are serving those who will be receiving and hosting them overseas.
- Greater participation at the campus level creates increased ownership of sending students overseas for staff and student leaders. Over time, involvement in the preparation and sending process can become an important part of your campus ministry's culture.

We send stronger, healthier teams overseas.
- By combining the campus ministry's vantage point in a student's life with OneLink's years of experience sending students overseas, we are able to more effectively evaluate the crucial issue of timing for each student. We have found that correctly discerning whether a student should go now or wait a year before serving can be the difference between a successful summer and a disastrous one for our student teams.
- Students who serve on healthier teams are better able to thrive during their overseas experience, leading to greater learning and a clearer vision for how they could be involved in cross-cultural ministry in the future.
- While all teams will have some struggles overseas, teams can easily become derailed and distracted by one team member who lacks maturity. Team leaders often do not have adequate resources overseas to help a team member who is not ready for the challenges of overseas life.

How the Application Process Works
- OneLink provides an online application. Stateside Partners are given access to review applications and provide comments.
- OneLink provides at least one read on each application. We then provide feedback and follow-up ques-tions about each applicant.
- Both OneLink and the Stateside Partner must be in agreement that a student should serve on a team. If either side does not feel that a student is ready to serve on a OneLink project, the student will not be accepted. In other words, both sides have veto power.
- Students must also successfully complete the OneLink Training process to serve on a OneLink team. If, during this process, either the Stateside Partner or OneLink feel that the student is not ready to serve, they will be removed from the team.

Sending "Qualified Laborers"
The Aims of Reading & Selection

Effective student selection is a key part of fulfilling our purpose of "training and mobilizing the next generation ofqualified laborers to help fulfill the Great Commission." We want to help move as many highly trained, spiritually healthy students as we can overseas to serve well, share the Gospel effectively and to consider their own long-term place in missions. For twenty-five plus years we have watched multiple teams overseas be successful and many other teams fail in painful ways. Experience shows us that there are several rules-of-thumb that if practiced increase the potential for success and safety for a team. One of those rules is to choose wisely who is qualified to lead or even to be on a team. There are three aims we strive for in the application reading and selection process:

Our Primary Aim:
Listen to and glorify God

We strive to honor God in how we evaluate students. We seek to be both wise and filled with faith, as we lean on God for help. He alone fully sees peoples' hearts and fully knows the plans He has for them. We take our role in this process seriously, knowing that:

- God has entrusted us to mold and guide the next generation of Great Commission leaders.
- Fulfilling the Great Commission will not happen without risk, and we want to ensure our students are prepared to wisely evaluate and navigate these risks.

Our Second Aim:
Serve the Overseas Partner and their family

Our goal is to serve the Overseas Partner by sending students who will benefit their existing ministry efforts. This is the lens we look through when reading, selecting and composing teams. Our intent toward our parters overseas should be to:

- Send effective teams
- Send healthy teams
- Be a blessing to Overseas Partners and their family

Our Third Aim:
Prepare students for success

We want to see students grow in their walk with Christ. Part of taking a long-term view of this is to consider the timing of an overseas trip in light of the student's maturation process. What can be transformative in one season can derail in another. Therefore we must sometimes make the hard decisions of saying "not now" to students, knowing that it is what will best prepare them for success as a follower of Christ and cross-cultural minister. Therefore, we seek to:
- Identify applicants who are intentionally walking with Christ and seeking to grow
- Identify applicants who exemplify or are growing in the eight OneLink Values
- Give resources and next steps to students that propel their walk with Christ

Selection Standard
Defining a Standard to Accomplish our Aims

For students to be considered for service with OneLink, they must exhibit evidence that the elements listed in WAFT and the OneLink Bar (next page) are planted in their lives, and that they are growing and developing in these values.

The ideal student for a OneLink project is one who exhibits the OneLink Bar over time. We do not look for perfection in our students, but rather for direction.

Evaluating Qualified Laborers
We look for students who display "WAFT" in that they are:

- Willing to pay a price to learn and grow in Christlikeness
- Available with their time and actively engaged in the discipleship process
- Faithful to obey and apply what they are learning from the Lord
- Teachable and regularly demonstrating a willingness to prayerfully integrate feedback into growing more like Christ

Evaluating Qualified Leaders
In determining team leaders, we look not to those who are merely extroverted or charismatic. While faithful participation in stateside ministry is a key factor in evaluating readiness to serve overseas, we should not simply select those who most regularly attend ministry activities. We must evaluate both their track record as a leader in their stateside ministry and consider how they will respond, given their gifting and temperaments, when put under the pressure of a cross-cultural trip. Team leaders are never perfect, but they must be committed to the success of their teammates and, above all, to trusting God as they serve their team.

Disqualifiers
These are characteristics or qualities that indicate a person is not ready for service with OneLink. Please contact the OneLink Office for clarification on any of these points.

- **Unresolved sexual trauma**
- **Active controlling addictions of any kind.** Students who have struggled with this in their recent past should demonstrate progress in overcoming the addiction(s), as well as a commitment to measurable, Biblical accountability in this area before being considered for service.
- **Obvious need of intensive therapeutic care**, as seen through the application, assessment, and interview processes
- **Serious current immoral lifestyle choices**
- **Current use of narcotics,** illegal or otherwise
- **Unwilling or unable to be trained in preparation for their trip**, specifically through the processes of team meetings, online lessons, and an Orientation Week
- **Students with a GPA lower than 2.0** at the time of application

Defining The Bar
Identifying Key Competencies in a Qualified Laborer

The OneLink Bar

- **Transformative Relationship with Christ:** Intentionally walking with Christ and actively seeking to grow

- **OneLink Values:** Demonstrated understanding of and ability to articulate the OneLink values
    - **Commitment:** Unwavering commitment and conviction to the Lord Jesus and the task he has given them. Gal. 6:9
    - **Integrity:** Living "in the light" and doing the right thing, regardless of consequences. Ps. 24:4-5
    - **Worship:** Practicing and experiencing the presence and power of God regardless of the circumstances. Ps. 34:1-3
    - **Flexibility:** Capable and active in adapting to new situations. Jam. 4:13-15
    - **Trust in God:** Trusting God, believing that He will fulfill HIs promises. Through prayer, receiving God's assurances that He will take care of us. Heb. 11:1
    - **Initiative:** The ability to see a need and energetically begin and follow through in meeting that need with determination, and without prompting from others. Ecc. 9:10
    - **Servant's Heart:** Humbly looking to the needs of others first, rather than operation with "selfish ambition." Phil. 2:3-4
    - **Team Player:** Willingness to disregard personal desires for the greater good of the team. Team players are eager to work with others for a common purpose. Ecc. 4:9-12

- **Vision and Understanding:** Seeing the purposes of God as worth giving one's life to, and then moving toward those purposes

- **Evangelism:** Participation in training (and practice) in evangelism. Jam. 2:14-18

- **Wisdom:** Demonstrated willingness in continuing to grow in "wisdom and stature" (Lk. 2:52). This is demonstrated by such proactive activities as being discipled or mentored, or having an accountability partner

- **Read/Act:** Demonstrated ability in the R/A model. Using all of the tools in one's belt to gather accurate information about the situations God leads the individual to, and then acting appropriately on that information in wise ways that please God and helps others

- **Excellence in Studies:** Demonstrated commitment to glorify God in and through educational pursuits, in part displayed by maintaining a 2.0 GPA or higher

Important to Remember
The ideal student for a OneLink project is one who exhibits the OneLink Bar over time. We do not look for perfection in our students, but rather for direction.