

**Youth Ministry
New Volunteer
Application**



**First Evangelical
Free Church**

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First Evangelical Free Church

We exist to glorify God by making and maturing disciples of Jesus Christ to minister to the world with the Gospel by the Holy Spirit.

Youth Ministry Mission

As a discipling youth ministry in a family context, we aim to:

Expose students to Jesus Christ,

Enable students to grow and mature in Jesus Christ, and

Equip students to serve Jesus Christ so that they'll live as disciples of Jesus Christ.

(Ephesians 4:11-12, Matthew 28:18-19, Colossians 1:28-29)

Youth Ministry Team Task

Come & Enjoy

Expose students to **Jesus Christ**.

Come & Grow

Enable students to grow and mature in **Jesus Christ**.

Come & Lead

Equip students to serve **Jesus Christ**.

Ministry Goal: Discipleship

A **LOVE** for God

(Prayer, worship, fellowship with God, hunger for God's Word, attitude of humility and thankfulness)

A **LOVE** for one another

(Communication, care, honesty, forgiveness, affirmation, fellowship, listening, selfless attitude, trustworthiness)

A **LOVE** for the lost

(Desire to share the Gospel, ability to share the Gospel, boldness to share the Gospel, acceptance of unbelievers, awareness of need)

Ministry Effectiveness

- **Built** on the truth of the Bible through prayer.
- **Empowered** through prayer
- **Developed** by a team of equipped disciples.
- **Communicated** through relationships.

Philosophy of Youth Ministry

Ministry Picture

We aim to...**expose** youth to Jesus Christ:

Because there are many students without knowledge of who Christ is and what He's done, it is important to offer opportunities for exposure to the person of Jesus. Meetings are planned where youth group activities include a "focus time" led by a student or adult sharing what Christ has done, or what they've learned from personal study or experience. Fun is stressed so that relationship can be built and fellowship can occur.

We aim to...**enable** youth to grow and mature in Jesus Christ:

Because some students are already in relationship with Christ, it is imperative to train them for growth and maturity. (Ephesians 4:11 ff). Bible studies and one-on-one discipleship help accomplish this in the lives of students. Sunday school classes fit into this level as would many ministry opportunities.

We aim to...**equip** youth to serve Jesus Christ:

For students that are mature in Christ and show a willing heart for service, this area of exploration is appropriate. It is from this group of students that a leadership core can develop. Mission trips as well as on-going local ministries provide students with hands-on-ministry experience. Small group discipleship becomes vital as the process of spiritual growth and maturity continues.

Ministry Goal

Discipleship and Impact:

Following Jesus Christ is the desired goal for the hearts and lives of the young people. Philippians 2 summarizes the mature Christian life as one that reflects the life of Jesus Christ. Discipleship as a lifestyle can be identified by a deep passion for God, a real love for fellow believers and a sincere compassion for unbelievers. This love is seen by action (I John 3:16-18)!

Ministry Effectiveness

The goal of discipleship can only be realized in the context of a solid relational ministry. The relationship Jesus shared with his friends provides a clear life-example of what he calls each of us to be: disciple-makers (Matthew 28:19). Knowing where each student fits into the "exposing, enabling, equipping" model is also essential for its success. This is accomplished by a great deal of personal involvement in the lives of students. The effective youth ministry must be **built** on the truth of Scripture, **empowered** through prayer, **developed** by a team of equipped disciples and **communicated** to students through real relationships.

Youth Leader Responsibilities

A youth leader will work alongside the Pastor of Youth and Families and other youth leaders to carry out youth ministry by teaching the Word of God and developing in-depth, caring relationships with young people, and thereby communicating the love of Jesus Christ.

1. Understand and agree with the Philosophy of Youth Ministry as outlined in the FEFC Youth Ministry Mission Statement.

2. Meet the following personal qualifications:

- Demonstrate a personal commitment to Jesus Christ as evidenced by spiritual maturity, Godly character and biblical lifestyle choices, both public and private.
- Be willing to turn in a "Background Check Authorization Form" and develop relationships of accountability.
- Fully support the doctrinal statement, the general principles of ministry and the leadership of the FEFC and regularly attend.
- Commit to humble servant leadership in Youth Ministry. (Phil. 2:3-4)
- Express a genuine love and care for young people.
- Possess the ability to be yourself and use your spiritual gifts and personality among young people. They need to see the "real you".
- Be determined to learn and grow as a disciple of Jesus Christ. (2 Peter 1:3-9, 3:18)

3. Serve in the following ministry areas:

- **Prayer** - For our young people, families and our fellow Youth Ministry Team members.
- **Personal Growth** – Live out an honest and growing relationship with Jesus Christ with a willingness to develop your spiritual gifts for ministry. This includes personal and regular time spent in God's Word and in prayer.
- **Relationship Building** – Develop an in-depth, honest and appropriate relationship with a select group of young people for the purpose of demonstrating the love of Jesus Christ.
- **Consistency and Reliability** – Commitment to your ministry and monthly leader equipping meetings.
- **Communication** – Honestly share frustrations, fears, plans, ideas, info, prayer requests, etc., knowing we are in this together as a team.

EFCA Statement of Faith

Adopted by the Conference on June 26, 2008

The Evangelical Free Church of America is an association of autonomous churches united around these theological convictions:

God

We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

The Church

We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

We believe in the personal, bodily and premillennial return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Response and Eternal Destiny

We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

MinistrySafe Policies & Awareness Training

Introduction to MinistrySafe

MinistrySafe was created by legal professionals who are sexual abuse experts. After decades of litigating sexual abuse cases, Gregory Love and Kimberlee Norris founded MinistrySafe to help ministries meet legal standards of care and reduce the risk of sexual abuse by creating preventative measures tailored to fit the needs of churches and ministry programs. With over 50 years combined experience in sexual abuse litigation, consultation, and crisis management, Love & Norris understand the risk of sexual abuse and how it unfolds in family ministries programming.

Family Ministries Safety & Policies Manual

First Free has partnered with MinistrySafe to develop a Family Ministries Safety & Policies Manual. It is required that you read and agree with this policy manual. A printed copy is available to you upon request from the Church Office, or you can access this manual online at <http://firstefc.org/resources/>.

The "Policies and Procedures Agreement" page is attached to this packet for you to sign.

Background Check

First Free uses an online Background Check service called Checkr. When you submit your application, you will be emailed a link to complete the background check process. You will have one week to complete the simple online form before the link expires. Checkr will send reminders.

MinistrySafe Awareness Training

For many volunteers and staff members, Sexual Abuse Awareness Training will be the most significant experience they have with MinistrySafe. Many believe that child sexual abuse can't happen in their church or ministry, or that no one they know could be an abuser. This illusion of safety is often found in churches, schools, camps and mission services.

This illusion is dangerous to both the ministry and the children it serves. Sexual abusers find those places where the barriers of protection are lowest, where people are more trusting and where fewer barriers exist between service applicants and children. In our culture, barriers to entry tend to be lower in church and family ministries. MinistrySafe helps ministries 'raise the bar', and the first step is to better understand the problem.

When volunteers and staff members learn the facts, they are better able to protect youth and children in their care.

You will be required to complete this 63-minute online training and pass a quiz prior to beginning to serve in Youth and Children's Ministries.





First Evangelical Free Church

For Office Use Only

This application has been reviewed for completeness and eligibility.

Ministry Leader: _____ Date: _____

Application for New Volunteers

Name: _____ Date: _____

Street Address: _____

City: _____ State: _____ Zip Code: _____

Phone: _____ Email: _____

Sex: _____ M _____ F Date of Birth: _____

Marital Status: _____ (eg. single, married, separated, divorced, widowed, etc.)

Where will you serve:

Age Group: Junior High Senior High

Program: Sunday School Youth Group (Wednesday)

Are you a member of First Evangelical Free Church of Maplewood? Yes No

Approximately how long have you attended First Free? _____

Please list other churches you have regularly attended within the past five years. (Name & location)

Church	Location	Dates Attended

Please list all previous volunteer work or employment involving children or youth.

Organization	Address	Type of Work	Dates	Contact Person

Use additional sheets if necessary

Because we care for children/youth and desire to protect them, please answer the following questions. We understand that the answers to these questions may be private and deeply personal, and we will protect your privacy in every possible context. It is the position of First Free that suspicions or allegations of child abuse or neglect will be reported to relevant state authorities.

Why do you want to work with children or students at First Free?

Do you have a preference concerning the age group or sex of children or students with whom you would like to work? If so, what is the basis for this preference?

What is your philosophy concerning re-direction or discipline of children or youth?

Reference Form for Volunteers

References Required: Each applicant must submit the names and phone numbers of at least one **professional** reference, one **personal** reference, and one **family member**. Additional professional references may be submitted if deemed helpful by applicant in allowing First Free to determine applicant's fitness for volunteer position and qualifications. The professional references should be familiar with the quality of the individual's work. *One of these references should be a person of the opposite sex.*

Professional	Name	
	Email	
	Address	
	Phone	
Personal	Name	
	Email	
	Address	
	Phone	
Family	Name	
	Email	
	Address	
	Phone	



First Evangelical Free Church

Youth Leader Covenant & Agreement

Please initial next to each statement to indicate your agreement

- _____ I've read and commit myself wholeheartedly to the three "Youth Leader Responsibilities".
- _____ I've read and agree with the "EFCA Statement of Faith".
- _____ I understand the importance of monthly Youth Leader Meetings and commit myself to attend all scheduled meetings or contact Pastor Kenny ahead of time.
- _____ I am willing to commit approximately _____ hours/month to Youth Ministry.
- I will focus my ministry attention on Junior High / Senior High. (Circle one)
- _____ My commitment will extend at least until _____. (Month & Year)
- _____ I commit to completing MinistrySafe Awareness Training prior to the start of my ministry with First Free Youth Ministries.
- _____ I commit my time, my skills, my spiritual gifts, and my life to serving Jesus Christ as I minister within the context of the Youth Ministry Team of the First Evangelical Free Church of Maplewood, MN.
- _____ I authorize First Evangelical Free Church to contact all individuals, organizations, and references listed on this Application Form in order to verify the information I have provided. I agree to release from liability any person or organization providing information related to me, including those persons I have listed as references, as well as contact persons from my previous volunteer work or employment with children. ***New Volunteers Only***

By signing this form, I certify and affirm that the information I have given on this form is true, complete and correct in all respects.

Name: _____

Signature: _____ Date: _____

Policies and Procedures Agreement

Statement of Acknowledgment and Agreement

I have received and read a copy of First Evangelical Free Church's Family Ministries Safety & Policies Manual and understand the importance of the matters set forth within the manual. I agree to follow and abide by these guidelines during my service at FEFC.

Further, I understand that the manual may be modified at any time, and that any guidelines may be amended, revised or eliminated at any time by FEFC.

I also acknowledge that I have reviewed and agree to fulfill the duties listed in the manual. While I will ideally serve in this ministry for the agreed term, I understand that I may choose to end this relationship at any time. If possible, I will provide two weeks notice to my supervisor.

I further acknowledge and understand that the materials and guidelines contained in this manual in no way express or imply a contractual employment relationship between First Evangelical Free Church and me. If I am applying as a volunteer, I acknowledge and agree that I will receive no compensation for hours worked.

Finally, I understand that it is my responsibility to review new guidelines that are created and distributed as well as manual guidelines that are changed or deleted.

I hereby acknowledge receipt of First Evangelical Free Church's Family Ministries Safety & Policies Manual.

Staff Member or Volunteer's name (please print)

Staff Member or Volunteer's signature

Date: _____