

Children's Ministries New Volunteer Application



**First Evangelical
Free Church**

Updated: March 2024

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First Evangelical Free Church

Dear Children's Ministries Volunteer,

Thank you for your willingness to give back to God the time, skills and spiritual gifts he has given you to care for the physical and spiritual needs of the children of First Evangelical Free Church - Maplewood.

The Mission Statement of Children's Ministries is:

"We exist to glorify God by discipling children to love and live for Jesus!"

We disciple children to love and live for Jesus (Col. 3:17). We disciple children by partnering with the body (Rom. 12:4-8), building relationships (John 13:35), and teaching the Word of God (Ps 19:7-11).

These steps need to be completed **before** you serve.

- Screening Process (Application, Interview, References)
- Policies and Procedures Agreement (Agreement Form included in Application)
- Criminal Background Check — release form will be emailed to you via Checkr
- Sexual Abuse Awareness Training — online access will be emailed to you via MinistrySafe

We look forward to working with you to disciple the children of First Free.

Blessings,

Children's Ministry Directors

Koby Radcliffe

Junior High Youth Pastor (oversees Children's Ministries)

Tonya Dahl

Director of Early Childhood Discipleship

Abby Beard

Director of Mid-week Children's Discipleship

Stephen Gravley

Director of Sunday Elementary Discipleship

Kari Gravley

Director of Kids' Choir

Annabelle Flener

Children's Ministries Assistant

FEFC Statement of Faith

*Adopted by the Conference on June 26, 2008
Affirmed by congregational vote on February 9, 2020*

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 and 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 this packet, you will be emailed a link to a simple online form. You will have one week to complete the process. Checkr will send daily 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 at First Free.





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 do you want to serve:

Sunday: Northwoods (Early Childhood) Kids' Camp (Elementary) Kids' Choir

Mid-week Expedition: PreK-K Grade 1-2 Grade 3-6

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?

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

Volunteer Covenant & Agreement

Please initial next to each statement to indicate your agreement

_____ I've read and agree with the "FEFC Statement of Faith."

_____ I commit to completing MinistrySafe Awareness Training prior to the start of my ministry with First Free Children's 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 Children's Ministries Team of First Evangelical Free Church of Maplewood, MN.

_____ I commit to serve the current ministry year, with the opportunity for continued service in subsequent years. I will notify my ministry director if I need to withdraw from my commitment.

_____ 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: _____