

Youth Ministries New Volunteer Application



**First Evangelical
Free Church**

Updated: August 2024

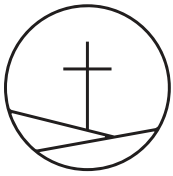
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Materials to be completed and submitted:

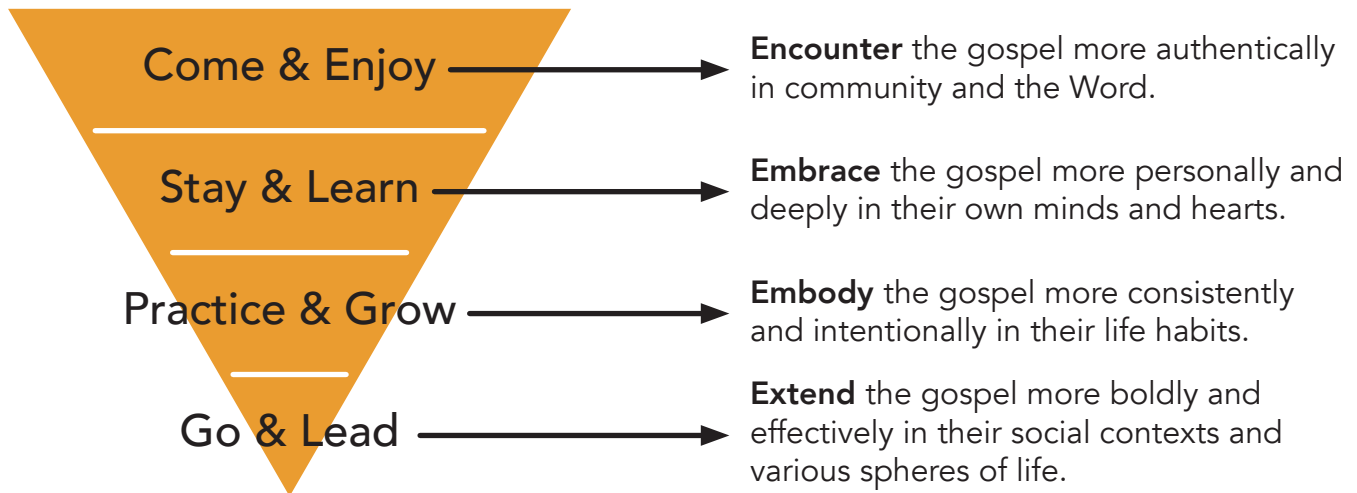
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Youth Ministries Mission Statement

We exist to glorify God by training up youth who love, live for, and lead like Jesus.

Training Strategy: We are challenging students to:



Ministry Goal:

"...training up youth who..."

"Love Jesus"

...are radically committed to Christ.

(following him in all of life as Lord, Savior, and Master; Matt 4:19, 22:36-40)

"Live for Jesus"

...are increasingly becoming like Christ by his Spirit.

(imitating him and being transformed more into his image in mind, heart, and actions; Rom 8:29; 12:1-2; Eph 4:23; 2 Cor 3:18)

"Lead like Jesus"

...are continuing the mission of Christ.

(to love God and others & help others do the same in the power of the Spirit; John 20:21; Acts 1:1, 8; Matt 28:18-20)

Core Values:

- **Gospel.** We believe the gospel ("good news" of Christ) is the power of God unto salvation (Rom 1:16); as such, it is "of first importance," not only in saving us, but in continuing to save us (1 Cor 15:1-4).
- **Community.** We believe gospel doesn't just save us as individuals to God, but God adopts us into His family (John 1:12; Rom 12:5; Gal 6:10; Eph 1:5).
- **Formation.** Jesus became like us, so that we could become like him (Rom 8:29)—this happens by God's Spirit as we intentionally seek to honor God in all areas of our lives (Rom 12:2; 2 Cor 3:18).
- **Mission.** All disciples of Jesus are called to be disciple-makers (Matt 28:18-20). All disciples of Jesus are the salt of the earth & light of the world (Matt 5:13-16).

Ministry Structures 2024-2025

Wednesday Night Youth Group

High School (7:30 - 9:30 p.m.)

"The White Rabbit Inn" — Reawakening the next generation to what it means to be fully human by focusing on embodying the practices & priorities of Jesus.

(Rom 12:1-2, 13:11-14; Col 1:27-29; Gal 4:18-29)

Junior High (6:30 - 8 p.m.)

A study on the book of Philippians and what it means to Love, Live for, and Lead like Jesus.

(Phil 1:21; Phil 4:13)

Sunday School (First Service Hour)

High School

"Rooted" — Rooting students more deeply in the gospel and a biblical worldview. Our aim for this time is to help students think biblically about all of life, in order that they might be more firmly rooted and anchored in sound doctrine.

(Ps 1; Heb 5:14; Titus 1:9)

Junior High

Sunday School — Studying the foundation of the Bible through the lens of "The Thread", a curriculum specifically designed to see the Gospel through all of scripture.

Sunday Corporate Worship (Second Service Hour)

We believe it is critical to encourage parents to make it a priority to worship together with their teens on Sunday morning and train them in the importance of not neglecting this gathering.

(Eph 6:4; Deut 6:4-9; Heb 10:25)

Connecting with Parents + Organic Relationships within the Church Family

Various Bible studies & other mentoring relationship opportunities

Adopt-a-Student Program (more details to come!)

Youth Leader Responsibilities

A youth leader will work alongside the Youth Ministries Pastors 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 FEFC Youth Ministries Mission Statement and its Strategy, Goals, Values, and Structures.

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 complete a Background Check and develop relationships of accountability.
- Support the Statement of Faith or have met with the appropriate youth pastor to discuss any areas of disagreement.
- Support the general principles of ministry, and the leadership of FEFC.
- Regularly attend FEFC and ideally be a member.
- 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.

Statement of Faith

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 will you serve:

- Age Group: Junior High High School
 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

Briefly describe when and how you became a disciple of Jesus Christ (your personal testimony).

List any talents, vocations, preparation, training or other experiences that have equipped you to work with children or youth.

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 "FEFC Statement of Faith" or have met with the appropriate Youth Pastor to discuss any disagreements.
- _____ I commit to attending all Wednesday night Youth Group gatherings or contacting the appropriate Youth Pastor ahead of time if I am unable to attend.
- _____ I commit to helping with non-Wednesday night Youth Events (4-5 throughout the year, ideally including at least 1 overnight event).
- _____ I understand the critical importance of monthly Youth Leader Meetings and commit myself to attending all scheduled meetings or contacting the appropriate Youth Pastor if I am unable to attend.
- _____ I commit to completing a Background Check and 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: _____